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NAVAL POSTGRADUATE SCHOOL Monterey, California



THESIS

THE RELATIONSHIP BETWEEN THE PERCEIVED ORGANIZATIONAL BEHAVIOR CAPABILITIES OF SENIOR NAVY MEDICAL DEPARTMENT EXECUTIVES AND THEIR REPORTED ORGANIZATIONAL BEHAVIOR REQUIREMENTS

by

Dean E. Craft

March 1994

Thesis Co-Advisor:

Benjamin J. Roberts Alice M. Crawford

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13 ABSTRACT (maximum 200 words)

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The Relationship Between the Perceived Organizational Behavior Capabilities of Senior Navy Medical Executives and Their Reported Organizational Behavior Requirements

by

Dean E. Craft
Captain, United States Marine Corps
B.S., United States Naval Academy, 1988

Submitted in partial fulfillment of the requirements for the degree of

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from the
NAVAL POSTGRADUATE SCHOOL

Approved by:

Dean E. Craft

Approved by:

Alice M. Crawford, Thesis Co-Advisor

David R. Whipple, Chairman

Department of Systems Management

ABSTRACT

The Bureau of Medicine and Surgery (BUMED) contracted with the Naval Postgraduate School to identify the competencies required to effectively manage military treatment facilities (MTF) and to later design and implement an effective executive management education (EME) program. Eighty semi-structured, in-depth interviews were conducted with senior medical department executives from 11 health MTFs with the goal of distinguishing these competencies. The information gathered from these interviews lead to the development of a survey instrument that was mailed to 720 senior Navy Medical officers. The intent of the survey was to identify the perceived current level of skill and the perceived required level of skill of these officers across 60 different survey items. The gaps, or deltas, between these two perceptions imply areas of performance that could be enhanced by the EME program. This thesis provides an analysis of the survey responses associated with organizational behavior with respect to the respondents' corps, rank, position held, years of managerial experience, gender, and short course experience. Significant differences among these cohorts indicate areas of organizational behavior that may require further study or inclusion in the EME program.



TABLE OF CONTENTS

Δ.	INT	RODUCTION	_
	Α.	BACKGROUND	3
	В.	NEEDS ASSESSMENT	6
	С.	SCOPE OF THESIS	8
	D.	RESEARCH QUESTIONS	9
	E.	ORGANIZATION OF THESIS	9
II.	LIT	ERATURE REVIEW	.0
	A.	EXECUTIVE DEVELOPMENT	.8
		1. Identified Health Care Managerial Needs 3	.9
		2. From Clinician to Manager	6
	В.	ORGANIZATIONAL BEHAVIOR	2
		1. Conflict Resolution	3
		2. Managing Change/Technology 3	5
		3. Group Dynamics	6
	C.	SUMMARY	9
III.	MET	HODOLOGY	1
	Α.	SEMI-STRUCTURED INTERVIEW PROCESS	1
	В.	SURVEY INSTRUMENT	12
		1. Field Testing	13
		2. Survey Administration	4
	С.	PREPARATION FOR ANALYSIS	14
	D.	DEMOGRAPHIC AND NON-IDENTIFYING PERSONAL DATA . 4	16
		1. Rank	16

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		2. Corps
		3. Organizational Position 48
		4. Years in a Managerial Position 49
		5. Short Course Training 50
	E.	ANALYSIS
		1. Corps
		2. Rank
		3. Position Held 50
		4. Years in a Managerial Position 56
rv.	DATA	ANALYSIS
	Α.	SURVEY RESPONSES BY ORGANIZATIONAL BEHAVIOR , , 59
	В.	ORGANIZATIONAL BEHAVIOR ITEM RESPONSES BY 61 CORPS, RANK, POSITION HELD, AND YEARS IN A MANAGERIAL POSITION
		1. Responses By Corps 62
		2. Responses By Rank 66
		3. Responses By Organizational Position 71
		 Responses By Years in a Managerial 74 Position
	С.	SURVEY RESPONSES BY ORGANIZATIONAL BEHAVIOR 78 ITEM FOR THOSE RESPONDENTS WITH SHORT COURSE EXPERIENCE
	D.	SURVEY RESPONSES BY ORGANIZATIONAL BEHAVIOR 87 ITEM FOR THOSE RESPONDENTS WITH SHORT COURSE EXPERIENCE
7.	CON	LUSIONS AND RECOMMENDATIONS
	Α.	RESEARCH CONCLUSIONS

	1.	The Perceived Current and Required 95 Organizational Behavior Skill Levels for the Survey Respondents
	2.	Comparative Trends by Corps 96
	3.	Comparative Trends by Rank 97
	4.	Comparative Trends by Position Held 97 $$
	5.	Comparative Trends by Years in 98 Managerial Positions
	6.	Comparative Trends by Short Course 99 Experience
В.	REC	OMMENDATIONS
APPENDIX	Α.	ORGANIZATIONAL BEHAVIOR ITEMS FROM THE 102 SURVEY INSTRUMENT AS CATEGORIZED IN APPENDIX C OF REFERENCE 1
APPENDIX	В.	BREAKDOWN OF SHORT COURSE ATTENDEES BY 103 THE LISTED SHORT COURSES (IN PERCENTAGES) - INDICATES THAT THOSE RESPONDENTS WITH SHORT COURSE EXPERIENCEE HAVE ATTENDED MULTIPLE COURSES
APPENDIX	C.	SELECTED SHORT COURSE BREAKDOWN BY104 CORPS, RANK, AND POSITON HELD
APPENDIX	D.	AGGREGATE MEANS FOR ALL ORGANIZATIONAL105 BEHAVIOR ITEMS BY POOLED SAMPLE, DESIGNATOR, RANK, POSITION HELD, AND YEARS IN MANAGERIAL POSITION
APPENDIX	E.	SIGNIFICANCE BETWEEN AGGREGATE
APPENDIX	F.	MEANS FOR ALL ORGANIZATIONAL BEHAVIOR125 RELATED QUESTIONS FOR THOSE RESPONDENTS WITH SHORT COURSE EXPERIENCE BROKEN DOWN BY DESIGNATOR, RANK, POSITION HELD, AND YEARS IN A MANAGERIAL POSITION.

APPENDIX G.	SURVEY DEMOGRAPHICS AND GRAPHED
APPENDIX H.	SURVEY DEMOGRAHPICS AND GRAPHED
APPENDIX I.	SURVEY DEMOGRAPHICS AND GRAPHED
APPENDIX J.	MEANS FOR ALL ORGANIZATIONAL BEHAVIOR155 RELATED QUESTIONS FOR THOSE RESPONDENTS WITH NO SHORT COURSE EXPERIENCE BROKEN DOWN BY DESIGNATOR, RANK, POSITION HELD, AND YEARS IN A MANAGERIAL POSITION
APPENDIX K.	SURVEY DEMOGRAPHICS AND GRAPHED 172 AGGREGATE MEANS BY CORPS FOR THOSE RESPONDENTS WITH NO SHORT COURSE EXPERIENCE
APPENDIX L.	SURVEY DEMOGRAPHICS AND GRAPHED
APPENDIX M.	SURVEY DEMOGRAPHICS AND GRAPHED
APPENDIX N.	SURVEY DEMOGRAPHICS AND GRAPHED
LIST OF REFER	ENCES
INITIAL DISTR	IBUTION LIST

INTRODUCTION

Health care in the United States, both governmental and private, has entered a transformational era. Health care expenditures grew from 4.4 percent of the gross domestic product (GDP) in 1950 to 11.1 percent in 1987, a rate that significantly exceeded growth in the consumer price index. Fears about the rising cost of health care caused the government to institute legislation such as the Health Planning and Resource Development Act of 1974 which helped to slow the rate of increase in hospital costs from about 2 to 3 percent per year. A sixteen-fold increase in Medicare expenditures and a six-fold increase in Medicaid expenditures from 1966 to 1986 lead to further cost-containment legislation with the Medicare Prospective Payment System (PPS) of 1983. PPS set predetermined fixed payment levels for 468 diagnosisrelated groups (DRG) and provided the first nationwide incentive for hospitals to contain costs and perform efficiently. [Ref. 26:p. 3-6]

Despite these efforts health care costs continued to escalate. From 1985-1990, Medicaid expenditures grew annually at a rate of about 13 percent. In 1991, however, that rate nearly doubled to 28 percent and then grew another 30 percent in 1992. Congressional budget estimates indicate an increase of 82 percent in Medicaid costs and a corresponding 77 percent

increase in Medicare costs from 1994 through 1998. This trend caused the Congressional Quarterly to report that the biggest potentially controllable cause of deficits is runaway spending for entitlement programs and that the biggest entitlement programs are Medicare and Medicaid. [Ref. 27:p. 8]

Rising costs, patient concern over quality, an aging population, heightened societal involvement in individual entitlements, and increased government involvement in delivery standards and cost containment have created a rapidly evolving medical environment. As a result, medical executives face an ever increasing number of complex managerial issues that require them to continually expand and refine their professional skill and managerial expertise in an effort to effectively meet these new challenges.

This crisis is not faced by private and not-for-profit medical institutions alone. Senior Navy Medical Department executives are also operating in an environment of enhanced organizational pressures. "The Base Realignment and Closure process, continuing congressional interest, implementation of the Coordinated Care Program, sophisticated management information technologies, and various Department of Defense (DoD) initiatives contribute additional managerial challenges' for the military medical executive. [Ref. 1:p. 1] These military care providers have demonstrated exceptional clinical skills within their specialties but have little or no formal

training in the skills necessary to effectively handle complex managerial issues.

A. BACKGROUND

As a result of the 1982 Navy Inspector General inspection, the Vice Chief of Naval Operations directed that a formal education program and command development process for medical department officers be established. This lead to the development of two short courses that would allow Medical Department officers to receive leadership training at critical points in their careers: A Leadership Management Education and Training (IMET) course (now called NAVLEAD) for division officers, department heads, and Commanding Officers (CO); and a basic management development (MANDEV) course for health care providers in first level management jobs. Each short course lasted two weeks and was designed to enhance the leadership and managerial skills of participating officers.

Immediate weaknesses surfaced, however. LMET (NAVLEAD) proved to be sufficient in providing basic managerial skills but failed to equip senior medical executives with the requisite tools to effectively adapt with the changing environment around them. The Navy's Bureau of Medicine and Surgery (BUMED) emphasis on short course completion competed with the medical executive's other professional commitments such as continuing education requirements and providing medical care. The lack of a formal evaluation system of the short courses or private executive development programs

degraded their overall effectiveness. Finally, the absence of a career pipeline left the decision of who should attend what course up to the individual commands based on personnel levels and operational commitments, not on the needs of the position being filled. Though steps were made in the right direction, they were insufficient in fulfilling the direction of the Vice Chief of Naval Operations. [Ref. 2:p. 29]

In 1987, management training deficiencies were again noted. The lack of definition of knowledge, skills, and abilities and the demands of the environmental change for each management level throughout the Medical Department were specifically cited for the limited effectiveness of current management training. [Ref. 2:p. 29] This resulted in the Secretary of the Navy, in conjunction with the Chief of Naval Operations, establishing the Medical Blue Ribbon Panel (BRP) in May of 1988 to recommend actions that would improve the Navy Medical Department's effectiveness in the highly complex and dynamic health care environment. Some of the findings of the BRP were that "Navy Medicine does not properly prepare individuals for command/key management positions nor does it provide a formal command preparation pipeline" [Ref. 2:p. ES-12] so evident in other naval communities. To rectify this, suggested that the Navv Medicine develop leadership/management skills and training requirements for a formal command development process and to establish career paths for leadership positions to [acquire] needed experience.

In Section 8096 of the fiscal year 1992 and 1993 Department of Defense Appropriations Act, the need for military health care executives to refine their professional expertise and managerial knowledge, skills, and abilities was formalized. The act states that "none of the funds appropriated in this Act may be used to fill the commander's position at any military medical facility with a health care professional unless the prospective candidate can demonstrate professional administrative skills." [Ref. 1:p. 1] In compliance with this requirement, the Assistant Secretary of Defense (Health Affairs) convened a task force to conduct an extensive review of civilian and military health care administrative practices, and to identify the unique needs for military commanders. The report of the task force, "Administrative Skill Qualifications for Command of Medical Facilities Task Force", was released in 1992 by Schwartz and Cox and included a comprehensive list of the knowledge requirements for executive managers of military medical treatment facilities (MTF). [Ref. 1: p. 1]

The Navy in turn initiated its own study in an effort to ensure that the specific needs of its Medical Department executives were met. This resulted in BUMED contracting with the Naval Postgraduate School (NPS) for an executive development program that will ensure that current and future military treatment facility leaders successfully meet the management challenges associated with the delivery of effective and efficient health care.

B. NEEDS ASSESSMENT

In an effort to fulfill the requests of BUMED, a team of faculty members from NPS conducted a needs assessment "in order to identify the unique managerial requirements for Navy medical executives." [Ref. 1:p. 2] The data for this assessment were obtained from a survey developed from 80 semistructured field interviews conducted with senior medical department executives during June and July of 1992. Once completed, the survey was field tested, revised and sent to approximately 720 senior medical department executives, 476 of which responded. (For the purpose of survey distribution, senior executives were defined as all individuals in positions of executive management at medical treatment facilities (e.g., commanding officers(CO'S), executive officers (XO's) and directors), individuals who formerly held these positions, and to the extent possible, prospective CO's and XO's.) The purpose of the survey was to validate the primary areas of needs identified during the semi-structured interviews and to define the various competency levels that exist across the individual executives. This validation is considered critical to the needs assessment process because individual executives identified significant deficiencies in their education and knowledge for management positions. The results of the survey and the subsequent analysis serve as the foundation for the

Navy's Executive Management Education (EME) Program for health care executives. [Ref. 1:p. 3]

An initial analysis of the survey data was conducted by John R. Morrison [Ref. 3] and presented in his masters thesis entitled "The Relationship Between the Perceived Executive Management Capabilities of Senior Navy Medical Department Executives and Their Reported Managerial Requirements* published in June of 1993. Morrison and the affiliated NFS faculty members took the 60 items from the survey instrument and grouped them into eight very broad categories suggested by the interview data. Those categories are as follows:

- Financial/Resource Management
- 2. Program Planning and Evaluation
- 3. Decision Making/Problem Solving
- 4. Legal Issues
- 5. Operational Management Issues
- 6. Organizational Behavior
- 7. Personnel and Human Resources Management
- 8. Communications

Morrison analyzed the perceived skills necessary for effective and efficient functioning as health care executives within Navy Medicine across these eight categories. His analysis showed that nearly every respondent has self reported "holes" in their educational or knowledge preparation for future managerial demands. [Ref. 3:p. 6]

C. SCOPE OF THESTS

The process of developing an executive development program for executives within the Navy Medical Department provides many opportunities for research. However, the process itself is incremental, progressing from the initial needs assessment through requirement identification to program development and delivery. While existing research has looked at the eight broad categories of the survey instrument, an area that has not been examined is the set of issues related to organizational behavior. This thesis will be confined to an analysis and discussion of these issues based on the responses obtained from the survey. This analysis will further identify and isolate significant trends in perceived executive management organizational behavior requirements and skill levels.

The benefits of this research will be immediate. The organizational behavior data description and analysis will assist the NPS BUMED Project Team and future thesis students in developing and implementing the organizational behavior components of an EME program for senior executives in the Navy Medical Department. This program will significantly increase the effectiveness of leadership within Navy Medicine and help in providing cost-effective health care to beneficiaries in the future.

D. RESEARCH QUESTIONS

In an effort to build on existing research, this thesis will address the following questions:

- What are the current and required organizational behavior skill levels for all survey respondents?
- What are the current and required organizational behavior skill levels by corps, rank, position held, and years in a managerial position? Are there statistically significant differences within corps, rank, position held, and years in a managerial position?
- 3. What are the current and required organizational behavior skill levels for those who have attended any DaN short courses? Does short course training effect current and required organizational behavior skill level perceptions? Are there statistically significant differences within corps, rank, position held, and years in a managerial position? Are there statistically significant differences between those who have taken DoN short courses and those who have not?

E. ORGANIZATION OF THESIS

Chapter II provides a literature review of pertinent executive management material with an emphasis on organizational behavior requirements. Chapter III presents the methodology followed in the analysis of the organizational behavior responses of the survey instrument and provides an outline of the survey population. Chapter IV illustrates the results obtained and their subsequent analysis. Conclusions and Recommendations are provided in Chapter V.

II. LITERATURE REVIEW

This chapter provides a review of the literature pertinent to the effective development of health care executives as they transition from the functional specialist to the hospital administrator. Also, in accordance with the scope of this thesis, this chapter discusses the specific requirements for organizational behavior training and education necessary to ease that transition.

Time and again, individual Naval officers have proven themselves professionally competent and highly intelligent in their chosen fields but have failed to achieve the desired results once elevated to a position of senior medical executive responsibility. This trend is reflected in other technical fields as well (e.g., engineering) as individuals of high job effectiveness cannot always make a successful transition into management. Bellows, Gilson, and Odiorne suggested that this trend is not so much a reflection of the inabilities of the individual executives but on the lack of exposure these individuals have to "executive education."

Their research of executives at all levels of business and industry in 1962 determined over 30 years ago that:

^{...}training executives in highly specific occupational skills is narrow and inadequate...Young future] executives may well learn to relate their knowledge, information, and thinking to forces that are more basic and to [an] environment that is broader than the mechanics of today's work. Thus the premise is that the training

of executives should be in the arts of generalization, rather than specialization...and that greater emphasis [be placed] upon the behavioral sciences. [Ref. 6:p. v]

It is recognized that the highly specialized training and education these health care providers receive and apply throughout their careers is crucial to the continued availability of adequate medical services; this training and education does not, however, translate into the skills required for the role of executive. Mark Bloomberg effectively addressed this with the appropriate analogy of a clinical symposium. Bloomberg accurately states that "a discussion about new surgical techniques makes more sense if you have a working knowledge of current surgical techniques and how these new ones differ, and that it is the same in the discipline of management. It can be hard to comprehend what one is missing if one is not grounded in the basic nomenclature and techniques of the field (of management) [Ref. 7:p. 1-21." Physicians, nurses, and other associated health care personnel require certain skills and accredidations to practice their trade. The same can be said to hold true for the medical executive if he or she is to be able to perform in an efficient and effective manner.

The lack of formal education for physicians in management and the subsequent impact on executive performance was further exacerbated in years past by the perceived motivations they had for being in executive positions. David Kindig states that physicians in administrative positions "were often there on assignment because someone had to do it; were often burned out from practice or in a pre-retirement phase; had little, if any, management education; and confined their activities to working with the medical staff, interns, and residents, with perhaps some involvement in the quality assurance program [Ref. 8:p. 1].* In today's rapidly evolving and turbulent medical environment, it is realized that more of a commitment is required from those who serve in positions of medical leadership if the complex issues facing the health care industry are to resolved.

Fortunately, these characteristics have changed and the motivations for physicians in management have hopefully become more activist. Blanton suggests that "physicians have been forced to seek managerial positions in order to influence the management of the hospital because of their responsibility and legal liability to patients and because of their need to control the use of their time [Ref. 9:p. 15-21]." Others, such as Shortell, are concerned that the consolidation of clinical and administrative decision making into a single position is an attempt by the physician to reassert professional power in the changing health care industry [Ref. 10:p. 96-107]. Kindig, however, states more positively that today's health care managers enter management for the "desire to have a broad impact on health care delivery and quality of patient care and the general enjoyment of management [Ref. 8:p. 1]." A survey of 361 physicians in executive roles,

conducted by <u>Physician Executive</u> in 1992, supports this position by indicating that:

...the single most important factor influencing... physician executives in choosing a management career was the perceived opportunity for leadership to a medical organization...[and that] they assumed larger roles in management because of a desire to have a greater influence on organizational policies and because they perceived a need for more physician direction in the organization. [Ref. 11:p. 4]

For this more altruistic era of physician executives to be effective, however, the reliance on time-worn methods of executive development are grossly inadequate to meet the increasing demands of the future. In the past, "the art or skill of being a boss (in business organizations) had been acquired by an informal sort of learning by observation and association [Ref 12:p. 1]." Faralleling this in the medical community was the belief that physicians who became executives without formal preparation in administration would learn the required knowledge and skills through observation of role models. These role models were often other elevated physicians or administrators with whom the physician-executive worked and the process of learning was usually a long slow one of trial and error [Ref. 13:p. 163].

This system is no longer sufficient in light of the rapidly evolving medical system and the diverse managerial concerns faced by its executives. To successfully address such complex issues as cost containment, changing population demographics, and the increasing significance of such diverse stakeholders as the government, the general public, special

interest groups, and professional associations, medical executives need the opportunity to continually expand and refine their professional skill and managerial expertise [Ref. 14:p. 528-529]. It is the goal and responsibility of an effective executive management education program to provide such an opportunity.

During his research, Peter Drucker realized that effective executives differ in almost every way that distinguishes human beings but that they shared the common ability to get things done. This ability rested on the executives, whether they be in business, government, or hospital administration, following a common set of "practices" that when not adhered to, resulted in ineffective management. The common practices Drucker observed in 1966 for effective executives were as follows:

- They know where their time goes. They work systematically at managing the little of their time that can be brought under their control.
- Effective executives focus on outward contribution. They gear their efforts to results rather than to work.
- Effective executives build on strengths-their own strengths, the strengths of their superiors, colleagues, and subordinates; and on the strengths in the situation, that is, on what they can do.
- 4. Effective executives concentrate on the few major areas where superior performance will produce outstanding results. They force themselves to set priorities and stay with their priority decisions.
- Effective executives, finally, make effective decisions. based on the right strategy rather than razzle-dazzle tactics. They know that an effective decision is always a judgement based on "dissenting opinions" rather than on a "consensus of facts." [Ref. 15:p. 23-24]

Since these "practices" were observed across all positions of executive responsibility, one can conclude that they are universal and that they apply across occupational or organizational boundaries. This universality of effective management characteristics was reiterated and broadened eight years later by Katz when he cited the following three areas of skills management:

- Technical skills—the ability to use specific knowledge, techniques, or methods
- 2. People skills--the ability to understand, motivate, and get along with people
- 3. Conceptual skills--the ability to comprehend abstract ideas and apply them in specific situations [Ref. 16:p. 8] Alan Sheldon then extended this universality to the health care industry in 1975 by stating that "despite minor differences...there is not that much difference between a manager in the health field, whether he be a physician or not, and a manager in industry [Ref. 17:p. 354]."

Just as there are proponents for the extension of generic management principles into the field of health care, however, there are those who consider the medical industry to be significantly different from other forms of industry. Gelmon and Mickevicius noted in their examination of physicians in managerial/administrative position that physician executives share many of the characteristics and responsibilities of managers in complex, highly structured organizations in other environments but that a complicating factor was the very

nature of the "product" the health care delivery system strives to provide [Ref. 18:p. 55-56]. The characteristics of this "product" that make the health care industry unique according to Charles Austin are: individualized service, professionalism, extreme complexity, a wide range of delivery facilities, and financial reimbursement arrangements [Ref. 17:p. 354]. Though potentially evident in other industries in varying degrees, Austin maintains that only in the health care arena will all five factors be prevalent at once, thus making it a unique field.

Furthering the argument that the health care industry faces challenges that differ from those faced by other organizations are the results of a 1988-1989 survey of Australian health service managers and general managers presented below in Table 1. "The study was part of a wider international project aimed at exploring the role of national culture in managerial behavior and effectiveness." As can be seen from the table, decision-making and planning and evaluation were rated by both groups of managers as the most desirable skills of the skill items covered but that health service managers rated the areas of negotiation, conflict resolution, problem solving and organizing as significantly more desirable than did general managers [Ref. 19:p. 271-277]. Granted these observations are based on the perceptions of the individual manager but one can conclude that there must exist some need for that skill.

TABLE 1
THE TEN MOST DESIRABLE SKILLS FOR AN EFFECTIVE MANAGER;
PERCEPTIONS OF 284 AUSTRALIAN HEALTH SERVICE AND GENERAL
MANAGERS (IN ORDER OF PRECEDENCE)

skill	Health Service Managers	General Managers
Decision Making	1	1
Planning & Evaluation	2	2
Negotiation	3.	4
Resolution	4*	7
Problem Solving	5*	10
Organizing	6*	6
Interpersonal Relations	7	5
Directing	8	3
Public Relations	9	9
Forecasting	10	8

Statistically significant variances at the 0.05 level

Source: Boldy, D., Jain, S., and Harris, M., *What Makes an Effective Manager?-Health Care and General Manager Perceptions, * Australian Health Review, v. 2, 1990, 277.

Realizing that each occupational field has its own particular needs, culture, beliefs, and values, the basic skills of management can nonetheless be developed to enable the individual manager to be more successful in his or her own environment. If Navy health care providers are elevated into a managerial environment and expected to perform effectively, they must be given the opportunity to develop these necessary skills that are not part of the normal medical school curricula. Attempting to face the complex managerial issues associated with a dynamic health care

environment without this education can be especially demanding and unrewarding [Ref. 18:p. 64].

A. EXECUTIVE DEVELOPMENT

Of the five distinct designators represented by the survey population, only one, the Medical Service Corps (Health Care Administrator) receives specific managerial related education to help the prospective medical executive cope with complex managerial issues. In addition, it has been the Navy's practice, as in the civilian sector, to elevate to the position of "executive" functional specialists (physicians, nurses, dentists, etc.) that do not normally possess the broad managerial base necessary to effectively face the unique complexities of a dynamic health care environment. Each of these functional specialists then brings with him or her to the position of executive the values and beliefs important to their respective communities. These values and beliefs serve the individual communities well, but they may bias the generalist perspective required of an effective executive and narrow the focus of the individual on institutional issues.

The ability to effectively manage the diverse professional, semi-professional, and occupational skills found in the medical field is difficult and made even more so without appropriate executive development programs. Because of this and the multi-discipline work force involved in providing quality patient care, executive development is of particular importance in the health care industry. The goal then is to determine the specific needs of those transitioning from a clinical role to a more managerial one and then provide them continuing management development programs that develop the necessary knowledge, skills, and abilities (KSAs) required for future responsibility and promotion. [Ref. 20:p. 7].

1. Identified Health Care Managerial Needs

Graeme Rawson, under a grant by the University of New South Wales, conducted a survey in 1986 of 821 upper-level Australian health care managers (upper-level being defined as Chief Executive Officers, Directors of Medical Services, Directors of Nursing, and Deputies if the hospital exceeded 500 beds). The instrument of measurement was a structured questionnaire based on interviews and informal discussions, which succeeded in obtaining a 57% return rate at the time of the study. The survey was constructed to determine the characteristics and educational needs of senior health service managers. Educational needs were those defined as "being measured in terms of the skills perceived as necessary for successful performance of a job, and which are assumed to relate causally or be capable of relating to identifiable aspects of the educational process [Ref. 21:p. 3]. Table 2 provides the results of that survey, and as can be seen, the respondents considered personal, inter-personal negotiating skills of greatest importance. This area was described by some of the respondents in the following manner:

...it is being able to get along with people above and below, in hierarchical terms, while being able to maintain

clear lines of responsibility; people management and clear delegations based on respect for others competence and expertise...it is having personality, embracing moral and ethical values, fairness, approachability, sense of humor, persistence, decision making, and communication skills. it is a knowledge of people, honesty, and the ability to manipulate nicely. [Ref. 21:p. 25]

TABLE 2
PERCEIVED KNOWLEDGE AREAS AND SKILLS CONTRIBUTING TO SUCCESS AS UPPER-LEVEL MANAGERS IN THE HEALTH CARE INDUSTRY

Category	Response Rate (%)
Personal, Inter-Personal, and Negotiating Skills	78
Administrative Knowledge	50
Background (Clinical) Experience	43
Health Planning, Policy and Politics	24
Analytical Skills & Methods	21
Financial Management	17

Source: Rawson, G., <u>Senior Health Service Managers:</u> <u>Characterists and Educational Needs</u>, p. 24, School of Health Administration, University of New South Wales, 1986.

Rawson later determined from the responses that the following knowledge areas and skills (in order of precedence) were highly regarded by the respondents in terms of their perceived need for more attention in formal education.

- Report writing and communicating effectively in writing
- 2. Leadership abilities
- Skills and processes involved in transmitting ideas
- 4. Staff motivation
- 5. Dealing with conflict and stress

- Concepts, implications and laws of industrial relations
- 7. Computer applications in the health services
- 8. Conflict resolution methods
- 9. Personnel administration
- 10. Analysis of financial information

Betson and Pedroja provide additional insight into the KSAs necessary to be effective in the health care industry. In their 1989 survey of 893 members of the American Academy of Medical Directors (AAMD), they used Burgess' categorization of dividing management functions into three areas--policy management, program management, and resource management to describe and analyze the job of physicians who were in hospital executive positions. According to Burgess (as quoted by Betson and Pedroja):

...policy management is a process involving the strategic functions of guidance and leadership. Specifically, it refers to the capacity to perform the needs assessment, goal setting, and evaluation functions; the ability to establish priorities and mobilize and allocate resources: and the ability to guide relations with the community, Program management encompasses administrative functions and tactical requirements of executing policy. Planning programs and services, identifying and overseeing opportunities improving efficiency...and other for evaluation criteria Resource management refers to the capacity to carry out and manage administrative and organizational support functions such as personnel administration and labor relations. [Ref. 17:p. 357]

Their findings indicated that of the ten tasks reported with the most frequency, eight were considered policy management and two program management. They deemed this trend to be appropriate because "only a focus on policy management

functions promotes the processes of analysis, diagnosis, and evaluation,...which in turn facilitates invention of remedial alternatives that promote the long-term efficiency and effectiveness of the organization [Ref. 17:p. 365].* They concluded by determining that most physician managers were responsible for coordinating tasks, conflict management tasks, and organization decision-making tasks.

These essential health care skill areas are also supported by another Australian study, the results of which were previously presented in Table 1. This study by Boldy, Jain, and Harris showed that decision-making and planning and evaluation were considered to be the most important skills of those listed and that health service managers also placed particular emphasis on negotiation, resolution, problem solving, and organizing skills. In the same study, "health service managers rated pertinent technical knowledge more highly than any other aspect in the knowledge and learning dimension, indicating the importance of specialist education for health service managers (Ref. 19:p. 271]."

Agho's 1990 study of the problem areas faced by hospital administrators further supports these identified characteristics and educational needs. From the results presented in Table 3, one can see that hospital administrators perceive problems associated with business and financial management to be the most critical areas they face.

TABLE 3 OVERALL RANKING OF PROBLEM AREAS IDENTIFIED BY HOSPITAL ADMINISTRATORS

Problem Areas	Ranking
Business and Financial Management	1
Working with Medical Staff	2
Personnel Management	3
Providing Quality Medical Care	4
Physical Plant and Equipment	5
Departmental Functioning	6
Community Relations	7
Legal Aspects and Litigation	8
Governing Board	9
Affiliation with Other Institutions	10

Source: Agho, A.O., "Problem Areas Faced by Hospital Administrators," <u>Hospital & Health Services Administration</u>, 37:1. Spring 1992, p. 133.

Sieveking and Wood provide further understanding of the necessary knowledge and skills required of present and future health care leaders as they face increased financial pressures and regulations. Their survey of 324 hospital chief executive officers (CEOs) in 1992 addressed such factors associated with career satisfaction as career positives and negatives, alternative careers considered, and most important to this research, projections for the health care industry and the associated skills needed for the future. Those skills identified as being needed for the future are presented in Table 4.

TABLE 4
SKILLS REGARDED AS NECESSARY FOR FUTURE SUCCESS AS A HEALTH
CARE EXECUTIVE

Skill	Ranking
Financial	1
Marketing	2
Negotiating	3
Planning and Development	4
Data and Information Systems	5
Physician Relations	6

Source: Sieveking, N. and Wood, D., "Hospital CEOs View Their Careers: Implications for Selection, Training, and Placement," Hospital & Health Services Administration, 37:2, Soring 1992, p. 168.

These identified skills suggest that the respondents recognize that their positions as health care executives require specific knowledge as well as adeptness with interpersonal, strategic planning, and leadership processes. The authors allude to the fact that these demands on the health care executive are "more diverse than those in any other management field, and that it seems progressively more difficult to find any one individual with the talents and tastes for all of the managerial dimensions at hand [Ref. 22:p. 175]". This will require the expanded use of teams as the medical executive faces increasingly broad and complex societal issues.

The knowledge, skills, and abilities identified in the studies above are also identified and expanded on as they relate to senior naval medical executives in the preliminary analysis of the data for this thesis. This preliminary analysis conducted by Crawford, Roberts, and Orloff in 1993 identified 21 management skill areas as essential for executive management of military treatment facilities (MTFs). Of those skill areas, 80 percent or more of the respondents identified 11 as being highly required. These 11 skill areas by and large were those for which there were no in-house experts or principal advisors (e.g., management of change, conflict management, group dynamics,etc.), indicating that senior medical executives place more importance, and rightly so, on those "non-shared" skill areas. [Ref. 3:p. 10-11]

All of the studies cited above consistently determine a very similar set of varied skills necessary for the senior medical executive of the future to be successful. These include a strong understanding of analytical methods, a knowledge of business and financial management, a heavy reliance on personal and inter-personal skills, and demonstrated leadership abilities.

Another way to view the education needs of the medical executive is as commensurate with his or her organizational position. This is supported by Henderson, Haddock, and Dolan's study on the continuing education needs of hospital managers. Their study covered 29 St. Louis metropolitan area hospitals and achieved a response rate of 79 percent for managers to whom surveys were distributed (2434 individuals).

The findings were that middle managers placed greater emphasis on learning to deal more effectively with subordinates (through conflict management and understanding employee behavior) while senior managers emphasized environmental concerns for middle management development and outwardly focused items (community relations, promoting organizational effectiveness, and developing a unified strategy) [Ref. 22:p.423]. The implicit logic here is that as individuals progress through the medical executive positions, their educational needs progress as well. This is consistent with the findings of Katz [Ref. 16] who noted that as individuals moves from the lower levels of management to the upper levels, their reliance on technical skills give way as conceptual skills become more important.

2. From Clinician to Manager

The Navy Medical Department promotes health care administrators (HCAs), who have the benefit of previous managerial training, as well as direct health care providers, who just as often do not have that benefit, into executive roles. The elevation of a functional specialist into such a role causes a unique set of transitional problems for the organization as well as for the individual, problems that are only exacerbated without an effective executive development program.

These problems manifest themselves in physicians for a variety of reasons. First of all, physicians spend years gaining the requisite schooling and internships necessary to get licensed for the practice of medicine. This is a long arduous journey that culminates in expertise in the physician's chosen field with a tremendous amount of independence. Managers in other fields are used to the dependency of supervisor authority but it often comes as an unwelcome surprise to the newly elevated physician executive. [Ref. 24:p. 5]

Second, physicians focus on individual patient care and hold dearly the right (duty) to make decisions for the good of the individual patient. Their identities are tied up in personal and professional agendas or in individual patients. As physician executives, however, they need to focus on the needs and goals of the organization, which may increasingly require interaction with external agencies. "Although they are still doctors, the time they spend with patients is reduced as different activities must be performed [Ref. 13:p. 157]." They then might start to "feel fear because they are giving up their lives as a doctor" which in turn leads to further dissatisfaction [Ref. 24:p. 6].

Third, many physicians enter the world of management naive about what it takes to make things happen in complex organizations. Their world as a health care provider is based on logic, fact, and rationality, three attributes that are not always visible in the management arena. Complicating this issue is that physicians bring with them to the executive position a vocabulary that is entirely unsuitable for effective managerial communication. The language of the functional specialist is drastically different from that of the board room. They also lose the benefit of their former support system; their physician peers. The new physician executive is now in a supervisory role, which changes the relationship with former peers. Their power base, once entrenched in expert knowledge, is also gone as the transition is made to executive. [Ref. 25:p. 16]

Another study by Schumacher, assessing physician behavior under stress or conflict, suggested that, in general, physicians would prefer to avoid group involvement, and in particular, this professional group has a high "need to control". "Especially under conditions of stress or conflict when nonphysician managers would move toward team-building or problem-solving strategies such as attaining group consensus, physicians tend to withdraw support from the group, assert authority and stubbornly fight for suboptimal points of view [Ref. 26:p. 21]." This behavior makes professional integration and transition that much more difficult.

A 1992 study of the psychological types of health care executives using the Myers-Briggs Type Indicator (MBTI), however, determined that the most frequently occurring psychological type among these individuals was thinking-judging. The literature indicates that psychological type is a "relatively enduring, long-lasting phenomena, much like the

preference individuals display in having a dominant left or right hand; it is not situational specific, nor does it vary much under changing conditions [Ref. 27:p. 433].* Of the thinking-judging psychological types, the literature suggests that:

...they are tough-minded, executive, analytical, and instrumental leaders; they are the logical decision makers who tend to be selected and/or drawn to decision-making roles; they tend to be skillful at putting together projects, establishing targets, coordinating others, making decisions, and accomplishing the work that needs to approximate the second of the second control of the second contr

This psychological profile combined with the physician's altruism, intelligence, sense of commitment to the individual and to the community, and inherent understanding of the health care delivery system as it reaches the customer (patient), make the physician executive an irreplaceable component of the organization's executive structure. All that is needed is the proper executive development program to help ease the transition from clinician to manager.

Nurses face many of their own particular problems as they transition from the health care provider to the medical executive. One of these particular problems is the manner in which nurses resolve conflict, a skill identified as being highly regarded by health care executives in terms of its perceived need by Rawson in 1986 [Ref. 21] and Crawford, Roberts, and Orloff in 1993 [Ref. 3]. A 1991 survey of nurses in three different hospitals indicated that nurses are consistent in their approach to conflict resolution. This suggests that nurses conflict resolution styles are an attribute of the profession and have little to do with employer or demographic differences. The approach most often used was 'withdrawal' which is considered a 'lose-lose' strategy. [Ref 28:D. 27]

The literature indicates that when organizational conflict is resolved through the strategy of withdrawal. "the conflict is of little or no significance to either party and reflects their lack of concern for the outcome of the conflict or for the relationship [Ref 28:p. 27]." It is recognized that organizational conflict is not bad but the manner in which it is managed can be detrimental to all parties. A more thorough discussion of organizational conflict is provided later in this chapter but it is important to note that the strategy of withdrawal "denies the opportunity to build trust and creates an environment that may facilitate the departure" of the nurse from the present position or from the profession altogether [Ref 28:p. 27]. As nurses make the transition from clinician to more of an executive role, they need to be aware of this type of behavior and tailor their skills to effectively handle situations of conflict.

In a 1990 study, Starke and Rempel [Ref. 16] noted several major reasons why the transition from nursing to a more administrative position was difficult. First, they point out that the skills necessary to be effective change with the position. In the direct health care provider role, nurses have more need for the technical skills discussed earlier in rhis chapter. These technical skills, such as anatomy, chemistry, and biology are provided in their undergraduate education. When they are slevated into executive positions, however, the tasks required of them depend on people and conceptual skills; skills that are often never formally introduced forcing the new manager to rely on observation and trail and error.

The next problem nurses have while making this transition is "letting go" of their previous responsibilities and duties. This can be caused by them feeling insecure about their managerial abilities, or by fearing the repercussions of the mistakes made by others, or just by a shortage in nurses. Whatever the reason, having the supervisor doing the work of the subordinates can cause resentment and decreases in morale.

Lastly, nurses receive little formal training in management while earning their degree and even less encouragement to develop their managerial skills once they start practicing. Nurses serve at the front of patient care and their interaction with the individual patient far exceeds that of most physicians. This interaction gives them a unique insight into the fears and desires of the customer. By providing nurses the opportunity for continuing education, these skills and insights can be put to their most effective use in providing quality patient care and meeting the complex organizational challenges of the medical community.

B. ORGANIZATIONAL BEHAVIOR

Muchinsky defines psychology as the scientific study of behavior of both humans and animals. It is a complex and varied profession encompassing many specialties. One such specialty is industrial/organizational psychology which is concerned with behavior in work situations. Just as the field of psychology is broken down into specialties, industrial/organizational psychology is itself diversified into several subspecialties. These subspecialties include industrial relations, personnel psychology, vocational and career counseling, engineering psychology, organization development, and organizational behavior. It is the last of these, organizational behavior, that will be presented here. [Ref 29:pp. 2-7]

Organizational behavior is one of the several subspecialties of industrial/organization psychology. "Work in this area focuses on such factors as role-related behavior, pressures that groups can impose on individuals, personal feelings of commitment to an organization, and patterns of communication within an organization [Ref 29:pp. 2-7]." Accepting the fact that organizations can influence the attitudes and behaviors of the people associated with them, an effective understanding of the components of organizational behavior can greatly enhance the effectiveness of the health care executive. Several of these organizational behavior components are identified and discussed below.

1. Conflict Resolution

"Conflict is a form of interaction among parties that differ in interests, perceptions, and preferences [Ref 30:p. 305)." "It is an organizational reality that is inherently neither good or bad because it can be either destructive or productive [Ref 31:p. 213]." Managing conflict among the disparate individuals and groups that make up the health care environment is a particularly crucial skill for the medical executive if he or she is going to prevent human differences of opinion from jeopardizing overall performance. satisfaction, and growth of the organization. [Ref 31:p. 213] Fowler, Bushardt, and Jones reiterate that organizational conflict is inevitable but go on to state that it is generally resolvable. They see the important issue as "not engaging in futile attempts to avoid conflict but to seek its resolution in a constructive manner. Effective conflict management enhances the functioning of organizations, whereas poor conflict management leads to dysfunction [Ref 28:p. 27]." Their study identifies five modes of conflict resolution (withdrawal, forcing, conciliation, compromise, and confrontation) and implies that the high rate of attrition in the nursing community is a result of improperly coping with conflict. They conclude by indicating that proper executive education in the management of conflict can decrease the

incidences of conflict and increase the level of mutual

respect and concern, thus improving the overall work climate for everyone. [Ref 28:p. 27]

Ware and Barnes [Ref. 31] also point out that conflicts generally have positive and negative outcomes, often depending on the conflict resolution skills of those involved. Some of the positive outcomes include increased participant motivation and creativity; sharpened bargaining, influencing, and competitive problem solving skills; and an increased understanding of one's own values. Included in the negative outcomes of a conflict relationship are emotions of anger, frustration, fear of failure, and a sense of personal inadequacy; direct loss of productivity; and the possibility of continued poor decision making. The authors go on to illustrate three approaches to conflict management that parallel the modes previously discussed. They categorize these three approaches as bargaining, controlling, and confrontation with the added option of ignoring the problem. By having an understanding of the modes or approaches to conflict resolution, the manager can greatly improve his or her ability to achieve positive outcomes. This becomes particularly important for the health care executives when one recalls the findings of Schumacher's study that when under stress or in a conflict situation, "...physicians tend to assert authority, stubbornly fight for suboptimal points of view, and define success as winning, and failure as losing as

opposed to defining success as mutually acceptable compromise [Ref. 26:p. 21]."

2. Managing Change/Technology

Kotter and Schlesinger note that 'as the business environment becomes more competitive, organizations cannot afford not to change; yet, people in organizations understandably fear and resist change [Ref. 33:p. 395].* They document four reasons why people resist change and go on to stress that it is the task of managers and executives to overcome this resistance so change can be implemented.

The first of these reasons is that people think that they will lose something of value. In this context, resistance to change comes in the form of "political behavior" as people focus on their own best interests rather than those of the organization, "People also resist change when they do not understand its implications and perceive that it might cost them much more that they will gain. Such situations often occur when trust is lacking between employer and employees [Ref. 33:p. 398]." A third reason people resist change is that they perceive the situation to be different than do those initiating the change. This results from both parties not being privy to all of the available information. The final reason for resistance is that some people have lower tolerances for change than do others. "Organizational change can require some people to change too much, too quickly [Ref. 33:p. 399]."

The 1992 Healthcare Forum [Ref. 34] indicates that mastering change is one of the six most critical competencies necessary for leading the health care industry into the 21st century. The study further states that the driving forces for change in the industry are economic, demographic, technological, environmental, political, and social. This is especially evident in the field of technology as *physicians become increasingly reliant on complex and expensive equipment to deliver a high standard of care. The substantial equipment capital investments in the past decade demand increased awareness of effective technology management both in terms of quality of care and in the savings that it can provide for the health care institutions [Ref. 35:p. 286].*

3. Group Dynamics

The study by Sieveking and Wood indicated that the health care industry needs executives "who can plan for the long term with a real comprehensive view, then put together a quality health care team with the patient and society as the main customer [Ref. 22:p. 177]." Moeller and Johnson support this by stating that:

..health care organizations are so complex and the demands on leaders so varied that it is impossible for one individual to fulfill all expectations. No single individual can operate in today's complex internal organization, work effectively within the community, and leaders must possess the leaders must possess the ballity to choose and inspire a team of people with the diverse skills to accomplish the job. [Ref. 36:p. 29]

With this in mind, health executives need to accept that "groups can significantly contribute to creativity by providing the stimulation of diverse points of view within a supportive atmosphere that encourages each individual member to pursue new and unorthodox concepts [Ref. 37:p. 247]." Their effective use can constructively enhance the individual potential of each member of the group and lead to outcomes that exceed the sum of those potentials. The goal of the executive then is to provide a supportive atmosphere in which the group can function and to remove any negative or blocking factors. Likert provides two broad categories of group roles that the manager must be familiar with for groups to be productive:

- Group task roles. These roles are related to the task which the group is deciding to undertake or has undertaken. They are directly concerned with the group effort in the selection and definition of a common problem and in the solution of that problem.
- Group building and maintenance roles. These roles concern the functioning of the group as a group. They deal with the group's efforts to strengthen, regulate, and perpetuate the group as a group. [Ref. 37:p. 255]

With the proper understanding of these roles and more emphasis on the personal and inter-personal skills identified earlier in this chapter, health care executives can improve their effectiveness in today's dynamic medical environment through the use of teams and work groups.

Another aspect of group dynamics is organizational culture. Muchinsky describes "culture" as consisting of the language, values, attitudes, beliefs, and customs of an organization. "It represents a complex pattern of variables that, when taken collectively, gives each organization its unique 'flavor'. It can be defined as 'the way we do things around here' and can influence not only the behavior of its members but also the way they perceive and interpret behavior [Ref. 29:p. 270]." He goes on to conclude that the concept of culture can have a significant impact on the selection, training, and performance appraisal of the organization's members.

Schumacher points out that "there is a need to change the organizational culture of the health care industry by recommending strong investment in a corporate culture directed toward high quality with substantial commitment from senior managers [Ref. 26:p. 24].* Moeller and Johnson support this view by illustrating the need for health care to shift from a market-share to a community focus. They argue that:

...health care leadership should extend beyond responsiveness to perceived community needs into the notion of the healthcare leader as a creator of healthier communities. Health care organizations that continue to rely primarily on competitive strategies to win customers will not survive in the long run. As the paradigm shift continues, health care organizations that are perceived as ouardians of the community will flourish. [Ref. 36:0.26]

Gilbert further describes this new paradigm as a partnership between the patient as senior partner and health care providers, third-party payers, and the business community as the other partners. He suggests that such a partnership will allow the medical community to more fully express a more shared commitment to the patient and will create a more powerful and satisfying relationship between the concerned stakeholders. [Ref. 38:p. 72]

To affect such a paradigm change, senior medical executives must have an understanding of the organization's culture. This is especially difficult in a health care environment where there exists a diverse work force providing an inherently complex product, but the investment in time and energy is required to enable health care to meet the challenges of the next century.

C. SUMMARY

In this chapter, a review of the literature pertinent to the effective development of health care executives as they transition from the functional specialist to the hospital administrator was provided. Specifically, prior studies were discussed that illustrate that medical management is a profession that requires its own particular knowledge, skills, and abilities for its practice and that these skills can be identified and learned. It was also shown that this transition poses special problems for health care providers from both physician and nurse backgrounds but that a proper management education program can significantly ease these problems. The chapter closed with a discussion of several components of organizational behavior and related their significance to the continued effectiveness of the health care leader and the successful growth of the medical industry into the 21st century.

III. METHODOLOGY

As noted in the introduction, in an effort to fulfill the requests of the Navy's Bureau of Medicine and Surgery (BUMED) for an executive development program for current and future military treatment facility (NTF) leaders, a team of faculty members from the Naval Postgraduate School (NPS) conducted a needs assessment in order to identify the competencies required to effectively manage complex Navy medical systems. This approach was composed of two steps, field interviews and a survey, and its intent was to allow the military health care executives themselves to identify what key managerial issues and skills they deemed important for effective and efficient health care delivery.

A. SEMI-STRUCTURED INTERVIEW PROCESS

During June and July of 1992, 80 field interviews were conducted with senior medical department executives from eleven health care facilities (four East Coast and seven West Coast). The interviews were typically conducted by two-person NPS faculty teams during which the executives were asked to identify the key managerial knowledge, skills, and abilities they regarded as necessary for effective and efficient functioning as health care executives. The two-person teams' responsibilities were those of discussion facilitator and response recorder in order to create a situation in which the

persons interviewed were neither constrained nor directed by the interview team. Subsequent to each interview, a multipage narrative was prepared to facilitate future analysis of the interview responses. This analysis produced a total of 85 topics discussed across all interview sessions, which were then clustered into the eight related major management categories listed below:

- 1. Financial/Resource Management
- 2. Program Planning and Evaluation
- 3. Decision Making/Problem Solving
- 4. Legal Issues
- 5. Operational Management Issues
- 6. Organizational Behavior
- 7. Personnel and Human Resource Management
- 8. Communications

These topics and related management categories were then used by the involved NPS faculty members to develop a survey in order to achieve the broadest possible coverage of the Navy's senior medical executives. Its purpose was to provide the opportunity for everyone in the role of a senior executive (defined as all individuals in positions of executive management at medical treatment facilities (e.g., commanding officers (CO's), executive officers (XO's), and directors) to rate all of the management skills identified during the interviews. [Ref. 4:p. 28]

B. SURVEY INSTRUMENT

The survey itself consisted of a total of 60 questions developed from the 85 topics identified during the semistructured interview process. These questions were then arranged under the eight major management categories previously discussed. Each survey item asked the respondent to rate their perceived level of current expertise in the topic and also what they perceived the required level of expertise to be on a scale of "0" to "10". A "0" indicated no knowledge or ability in an area, responses from "1" to "3" were indicated as possessing a low level of knowledge or ability, responses from "4" to "7" a moderate level, and responses from "8"to "10" a high level. The larger scale was used to allow respondents to indicate their responses more precisely than would a smaller scale and also generated greater variance for use with subsequent analysis. The same scale, less the "0" or "none" response, was used to gather data concerning perceptions about possible future management education programs.

The survey also provided a section designed to gather basic demographic data concerning the respondents such as rank, gender, designator, length of service, and current position. This section gathered further information on the respondents' management education/training background to include prior education and training in management through traditional undergraduate and postgraduate programs, nontraditional civilian programs, and the various Department of Defense (DoD) and Department of the Mavy (DoN) short courses. Information about various professional organization affiliation was also requested. The purpose for this demographic data collection was to develop identifiable cohorts to use in subsequent comparative analysis of survey responses and not to attempt to identify individual respondents.

1. Field Testing

Once completed, the survey instrument was field tested in the fall of 1992 at Naval Hospital Long Beach, CA and Naval Hospital Camp Pendleton, CA to ensure that the final survey questionnaire would be clearly written and easily understood by the targeted audience. Commanding Officers, Executive Officers, and Directors for each of the facilities completed the questionnaire individually in the presence of a two-person NPS team. In an effort to reduce possible ambiguity or confusion, individual executives were also asked to comment on each question as they answered it. In this way, the two-person interview teams could collect data on misleading areas for the purpose of later revisions. Additional comments and recommendations were also solicited concerning potential additions or deletions to the survey. [Ref. 3:p. 5]

Upon completion of the field testing, the NPS team modified the proposed questionnaire as required and forwarded it to BUMED for final review before implementation. The Surgeon General of the Navy then attached a cover letter to the survey indicating support for the effort from the highest levels. The letter stressed the importance of the survey and asked for "help (from the Senior Medical Department Officers) in defining those management skills we must possess in order to expand upon and maintain our effectiveness as medical department executives". [Ref. 38] It was also felt that such a cover letter would provide the requisite impetus to participate and return the completed questionnaire.

2. Survey Administration

The survey was then ready to be administered and was mailed in November of 1992 to 720 senior executives in Navy Medicine. The survey population included: all incumbent Commanding Officers, Executive Officers, and Directors; all officers currently screened for CO and XO billets; key health care executives in operational forces and headquarters command; specialty advisors; and medical department flag officers. Responses were received as soon as five days after mailing continuing up until 14 January 1993 when the data base was closed to further receipts. For the purpose of this thesis and previous studies, 476 out of 707 (13 were returned as undeliverable) responses were received for a 67 percent return rate. [Ref. 3:p. 6]

C. PREPARATION FOR ANALYSIS

Analysis of the survey was completed using the statistical analysis software (SAS) package on the mainframe computer at NPS. All numeric or scaler survey responses were numerically coded and answers with alpha characters were input according to a uniform coding system. Three possible measures for determining educational needs were generated by the survey due to the nature of the responses: the perceived current skill level, the perceived required skill level, and the resulting 'delta,' or difference, between the two.

Since each respondent ranks his or her responses according to his or her own particular perceptions, a potential source of systematic bias may pose a problem to the analysis of the survey data. This bias results from the possibility that the medical executives may differ on "location," where some of them may perceive the required skill level for a particular item to be a "9" (High) while others may perceive a "7" (Moderate) to be sufficient. By using the deltas described above, the effects of this location bias will be reduced. [Ref 39:p. 8]

Some bias or lack of objectivity may still be evident because the data are based on self-perceptions, particularly with the respondent's estimate of their current skills. This may result in the generated deltas actually being smaller than might be determined from some other approach but input from the potential 'customer' was of greater concern.

Since the scope of this thesis is to analyze the set of issues related to organizational behavior, organizational behavior questions were selectively identified from the entire survey questionnaire. The process of item selection was accomplished by Crawford, Roberts, and Orloff in August of 1993 [Ref. 3:Appendix C] after they determined which questions directly or indirectly related to organizational behavior issues. The questions that were organizational behavior-related are instrument numbers 35, 37-46, 50, and 51 and are presented in Appendix A of this thesis. These items were then isolated and individually analyzed to identify significant trends in perceived executive management organizational behavior requirements and skill levels.

D. DEMOGRAPHIC AND NON-IDENTIFYING PERSONAL DATA

The following data provide a general description of the survey population to include the frequencies of selected responses to the survey questions. It is important to note that all information is self-reported and may contain errors that are not identifiable. Questions to which the respondent provided no answer are listed as "." in the following tables. Tables that do not total 100 percent are due to rounding errors only.

1. Rank

Table 5 displays the frequency of the reported ranks of the respondents and the percentage of the entire group represented by each rank. The "." indicates those that did not identify their ranks of which there were only three. The row entitled "other" includes ten lieutenants and one master chief. Bighty-eight percent of the survey respondents,

however, hold the rank of commander or above with the largest cohort by far being the captain cohort representing 65.5 percent of the survey population. This is consistent with the questionnaire's goal of targeting "senior" Navy Medical Department Executives.

TABLE 5 SURVEY DEMOGRAPHICS BY RANK

Rank	Frequency	Percent
Admiral	10	2.1
Captain	312	65.5
Commander	96	20.2
Lieutenant Commander	44	9.2
Other	11	2.3
n_n	3	0.6

N = 476

2. Corps

Table 6 displays the frequency of each reported corps and the percentage of the entire group represented by each corps. The *Did Not Indicate* row is so prominent due to the fact that a large number of Medical Service Corps officers failed to indicate if they were MSC(AH) or MSC(HCA), a necessary condition for subsequent analyses. As a result, all analyses performed on the pooled sample by corps were done on a population of 424 instead of 476.

TABLE 6 SURVEY DEMOGRAPHICS BY CORPS

Corps	Frequency	Percent
Medical Corps (MC)	154	32.4
Dental Corps (DC)	97	20.4
Medical Service Corps-(HCA)	93	19.5
Medical Service Corps-(AH)	30	6.3
Nurse Corps (NC)	50	10.5
Did Not Indicate	52	10.9

3. Organizational Position

Table 7 shows the organizational position occupied by respondents at the time of the survey and their representation in the overall survey population. Because of the variety of responses to this item, the NPS research team constructed the six cohorts by combining the reported positions into like categories. As with "rank," the responses are again consistent with the targeted population of senior

TABLE 7 SURVEY DEMOGRAPHICS BY ORGANIZATIONAL POSITION

Organizational Position	Frequency	Percent
Commanding Officer - CO	97	20.4
Executive Officer - XO	72	15.1
Director - DIR	140	29.4
Department Head - DH	44	9.2
Operational Forces - OPS	16	3.4
Other	107	22.5

N = 476

Navy Medical Department executives with 64.9 percent of the respondents holding positions of Commanding Officer, Executive Officer, and Director positions. The "other" cohort represents the wide array of positions of significant responsibility that did not readily correlate with the other five identified categories.

4. Years in a Managerial Position

Table 8 shows the years in a managerial position reported by each of the survey respondents and the percentage they represent of the entire group. Because of the wide array of responses, it was impractical to conduct analyses on the individual responses. Four cohorts were therefore constructed by condensing survey responses into the following categories: those individuals with 5 years or less in a managerial position, those with more than 5 years but less than or equal

TABLE 8 SURVEY DEMOGRAPHICS BY YEARS IN A MANAGERIAL POSITION

Years in a Managerial Position	Frequency	Percent
Less than or equal to 5	145	30.9
More than 5 but less than or equal to 10	173	36.3
More than 10 but less than or equal to 15	79	16.6
More than 15	79	16.6

to 10, those with more than 10 years but less than or equal to 15, and those with greater than 15 years in a managerial

position. It is important to note that the data for this item are also based on self-perception and may lack objectivity. Any officer could reasonably argue that <u>all</u> of his or her commissioned service has been managerial in nature.

5. Short Course Training

Table 9 displays the frequency of respondents with or without short course experience and the percentage of the entire group represented by each. The survey presented 13 different short course options and provided the opportunity to list any other such educational opportunities. Appendix B provides a table of the short course options and the number of respondents that have attended each. Appendix B also illustrates the fact that the majority of the respondents that indicated short course experience have taken multiple courses making it infeasible to determine the impact of a specific short course. This resulted in the use in subsequent analyses of the two cohorts described below in Table X. Appendix C depicts the eight most frequently attended short courses by corps, rank, and position held. Across all cohorts, with one exception, the Strategic Medical Readiness and Contingency (SMRC) course is the most frequently attended (56.5% of the total survey population). The exception is for Lieutenant Commanders who attend the Navy Leader Development-Intermediate course (LMETI, which is now NAVLEAD) most frequently and which is consistent with NAVLEAD's mission of "increasing awareness of and building skills in the job competencies required for the effective performance of the duties of a Division Officer." [Ref. 41:p. ii]

TABLE 9 SURVEY DEMOGRAPHICS BY SHORT COURSE EXPERIENCE

Short Course Experience	Frequency	Percent
With	269	56.5
Without	207	43.5

F ANALYSTS

The initial analysis of the survey items related to organizational behavior was confined to descriptive statistics of the survey results. Frequency distributions and crosstabulations were used to establish trends for the entire sample by the survey population as a whole, corps, rank, position held, gender, years of managerial experience, and short course experience. Response means for the current perceived skill level and the perceived required skill level were generated along with the associated deltas for each item related to organizational behavior for the entire sample and for each demographic characteristic. For the two short course cohorts, those with short course experience and those without, the process of generating means for the "current" and "required" responses as well as the associated deltas by each demographic characteristic was repeated for each cohort. All

of these means were then graphed by cohort to better illustrate perceptional trends in that cohort.

The next part of the analysis determined whether any statistically significant differences existed between an individuals' perceived current and perceived required means for each organizational behavior skill item for paired groups (e.g., with/without short course experience). To accomplish this, a hypothesis test was developed to analyze the differences between the mean deltas of these two independent groups.

A hypothesis test is a statement that something is true about a population (the survey respondents). It is composed of two hypotheses; the $null\ hypothesis$ (H $_{\rm s}$ - a hypothesis to be tested) and the alternative hypothesis (H $_{\rm s}$ - a hypothesis to be considered as an alternate to the null hypothesis). Generally, choosing the null hypothesis indicates that any difference or variance in the value of the parameter (the population mean for this thesis) is considered due to chance and not to any statistically significant differences within the population. Choosing the alternative hypothesis indicates that the variance was caused within the parameter. The widely accepted notation for a hypothesis test is:

$$H_o : \mu_A = \mu_B$$

and

where H_o indicates the null hypothesis, H_a indicates the

alternative hypothesis, and μ_{A} and μ_{B} are the means for groups A and B.

Determining whether to reject or accept the null hypothesis is based on the probability (P-value, also referred to as the observed significance level) that a value of the test statistic, similar to the one obtained, could have occurred if the null hypothesis were true. In evaluating the P-value, Weiss and Hassett [Ref. 40:p. 447] advise that:

"...a large P-value does not provide evidence that the null hypothesis is false. On the other hand, a small Pvalue indicates that it would be unlikely to observe the value obtained for the test statistic."

By convention, there are three commonly used levels of significance: 0.10 (moderately significant), 0.05 (significant), and 0.01 (highly significant). Simply put, a small P-value provides evidence that the null hypothesis is false and should be rejected.

This thesis will rely on the 0.05 level to determine significance. For cohorts with only two members (respondents with or without short course experience), the SAS (statistical analysis software) package computed the requisite P-values with a one-way ANOVA (analysis of variance) to determine statistical significance for each survey item related to organizational behavior.

By splitting the survey population into those respondents with short course experience and those without and calculating their respective mean deltas for the survey items related to organizational behavior, the necessary parameter for hypothesis testing was generated. This allowed for the development and testing of the following hypotheses:

$$H_{\rm o}$$
 : μ_{WITH} = $\mu_{\text{WITH},07}$ and

H_a : μ_{wrrs} ≠ μ_{wrrscorr}

The null hypothesis is that the mean delta values for those respondents with short course experience are equal to those without short course experience and the alternative hypothesis is that the mean delta values are not equal between the two cohorts

To further identify important differences when comparing more than two groups (as is the case with comparisons among corps, rank, position held, and years in a managerial position), an appropriate hypothesis test is developed. When comparing more than two groups, the null hypothesis states that the means for the various groups are the same, and the alternative hypothesis states that they are different. This is represented by the following equation:

$$H_o$$
 : μ_A = μ_B = μ_C = μ_B

and

H, : at least two means are different

where H, is the null hypothesis that the population means for all groups (A, B, C, and D) are equal, and H_a is the alternative hypothesis that not all the population means are equal. An analysis of variance (ANOVA) was again required and was conducted on the NFS mainframe using SAS. To precisely identify which group means are statistically different among several groups, however, an additional test was necessary: the post hoc TUXEY test.

The TUKEY test was specifically designed for pairwise comparisons when the sample sizes are equal but was later modified for use with unequal sample sizes. When used in conjunction, statistically significant differences are identified by the ANOVA procedure and areas where those differences occur among the group mean deltas at the 0.05 significance level are isolated by the TUKEY operation.

With this in mind, the following hypotheses were developed to test for statistically significant differences by corps, rank, position held, and years in a managerial position:

1. Corps

$$H_{a}$$
: $U_{ac} = U_{ac} = U_{ac} = U_{ac} = U_{ac}$

and

$$H_a$$
: $\mu_{H^*} \neq \mu_{D^*} \neq \mu_{HCA} \neq \mu_{AH} \neq \mu_{BC}$

where H_o is the hypothesis that the population mean deltas for all corps are equal and H_o is the alternative hypothesis that not all population mean deltas for all corps are equal.

2. Rank

$$H_o$$
: $\mu_{ADM} = \mu_{CAPT} = \mu_{CDR} = \mu_{LCDR} = \mu_{OTHER}$

- 1

$$H_s$$
: $\mu_{adm} \neq \mu_{capt} \neq \mu_{cdR} \neq \mu_{bcdR} \neq \mu_{other}$

where ${\rm H}_{\rm o}$ is the hypothesis that the population mean deltas for

all ranks are equal and H, is the alternative hypothesis that not all population mean deltas for all ranks are equal.

3. Position Held

$$H_{_{\mathrm{O}}}$$
 : $\mu_{_{\mathrm{CV}}}$ = $\mu_{_{\mathrm{BO}}}$ = $\mu_{_{\mathrm{DIR}}}$ = $\mu_{_{\mathrm{OFG}}}$ = $\mu_{_{\mathrm{DH}}}$ = $\mu_{_{\mathrm{OTHER}}}$

and

$$H_a$$
: $\mu_{co} \neq \mu_{go} \neq \mu_{grg} \neq \mu_{org} \neq \mu_{org} \neq \mu_{org} \neq \mu_{org}$

where H_c is the hypothesis that the population mean deltas for all positions held are equal and H_s is the alternative hypothesis that not all population mean deltas for all positions held are equal.

4. Years in a Managerial Position

$$H_o$$
: $\mu_{x \le 5} = \mu_{5 \times \le 10} = \mu_{10 \times \le 15} = \mu_{x \cdot 15}$

and

$$H_a$$
: $\mu_{xs5} \neq \mu_{5-xs10} \neq \mu_{10-xs15} \neq \mu_{x-15}$

where x is the number of years of managerial experience, H, is the hypothesis that the population mean deltas for all groupings of managerial experiences are equal, and H, is the alternative hypothesis that not all population mean deltas for all groupings of managerial experience are equal.

This same series of hypotheses were then applied to the two short course cohorts, those with and those without experience, to determine if any statistically significant differences existed. The program was coded in such a way that those with short course experience and those without were compared to each other by the demographic characteristics discussed earlier (corps, rank, position held, and years in a managerial position). Simply put, physicians with (without) short course experience were compared to all of the other possible combinations of corps and short course experience, and so on for all of the separate demographic characteristics.

Open collection and collation of all data results, this thesis will help determine the combination of variables that result in high perceived current and high perceived required skill levels (and resulting low deltas) for the identified organizational behavior issues. Also, self-reported differences in abilities will assist in identifying the management organizational behavior needs for Navy medicine's executive management education (EMS) program.

IV. DATA ANALYSIS

The survey that was described in Chapter III consists of 60 separate items designed to determine the competencies required to effectively manage military treatment facilities (MTFs). These items sought to determine the respondent's perceived current level of skill in that area as well as the perceived required level of skill for the respondent's present organizational position and responsibilities. An initial analysis of these responses was conducted by John R. Morrison and presented in his master's thesis entitled "The Relationship Between the Perceived Executive Management Capabilities of Senior Navy Medical Department Executives and Their Reported Managerial Requirements" published in June of 1993 [Ref. 5:]. Morrison analyzed these perceptions using aggregate mean responses across eight broad categories where several survey items were combined under one category.

This thesis, however, will be confined to just one of these eight categories and will individually analyze each of the items that directly or indirectly relate to organizational behavior. Crawford, Roberts, and Orloff [Ref. 3] determined how the survey items would be categorized and those that are pertinent to these thesis are reproduced in Appendix A. This analysis focuses on the aggregate mean values generated from the survey responses by the Statistical Analysis Software (SAS) package on the Naval Postgraduate School (NPS) mainframe computer. Since the data are difficult to use in raw form, most are was converted to charts and graphs for ease of analysis.

A. SURVEY RESPONSES BY ORGANIZATIONAL BEHAVIOR ITEM

Figure 1 provides a graphical representation of the survey population's aggregate deltas and perceived current skill means (listed in Appendix D) for all organizational behavior related items. As described in Chapter III, these "deltas" are the difference between the respondent's perceived current skill level and their perceived required skill level for their current organizational position; the lower the delta, the lower the perceived deficiency in that skill area.

The figure shows that the lowest mean deltas are associated with Managing multi-cultural diversity in the workplace (Q51) and Building trust (Q37), both of which fall under the broader category of group dynamics. Empowering individuals and work groups (Q35), Developing subordinates: coaching, teaching, mentoring ((Q44), Promoting innovation and risk taking behavior (Q46), and Building teamwork (Q40) all have similarly low mean deltas and all fall either under group dynamics or individual behavior. It is not until survey item

45, Understanding the role/scope of the job of CO/XO, that an item not related to either group dynamics or individual behavior is encountered.

A possible explanation why these areas in particular have low deltas is that they rely on the interpersonal and leadership abilities of the individual rather than on some "in-house" expert (e.g., financial management), abilities that are especially important to naval officers. Since these observations are based on personal perceptions, some over-inflation of perceived current skill levels may be evident, which, when combined with the perceived required skill level would result in lower skill gaps.

The highest means generated by the survey population were for Managing conflict (Q39) and Managing labor relations (Q50). Such high deltas for managing labor relations perhaps reflect the perspective of not considering military personnel to be "employees" subject to union negotiations and grievances. As the government relies more on contracted civilian personnel to provide some of the services historically provided by those in uniform, this area could gain in significance. As the literature points out, however, the ability to successfully manage conflict is extremely important for any executive. Figure 1 not only indicates that this item has a substantial delta, but that there also exists

a high perceived need for this skill among the pooled respondents.

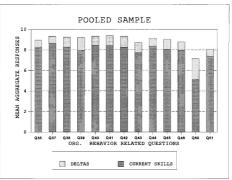


Figure 1
Deltas Between Current and Required Skills (Aggregate)

B. ORGANIZATIONAL BEHAVIOR ITEM RESPONSES BY CORPS, RANK, POSITION HELD, AND YEARS IN A MANAGERIAL POSITION

The following sections provide additional analysis of the survey results for the organizational behavior items broken down by the respondent's reported corps, rank, position held at the time of the survey, and number of years in a managerial position. As with the pooled sample above, the mean aggregate responses are analyzed to identify and evaluate specific trends between the perceived current level of skill and the perceived required level of skill for the related organizational behavior items for each identified cohort. Once again, SAS was used to generate the means used in this analysis, the results of which are provided in Appendix D by cohort. Specific demographic characteristics of the survey population can be found in Chapter III.

1. Responses by Corps

Figure 2 provides a graphic representation of the mean aggregate deltas generated for the organizational behavior items by the reported corps of the respondents. Once again, Managing labor relations (Q50) exhibits the highest deltas of the related items for every corps except Medical Service Corps-Health Care Administration (MSC-HCA), which indicates a higher delta in Managing conflict (Q39). The lowest deltas are associated with the items relating to group dynamics and individual behavior, which is also consistent with those demonstrated by the survey population.

In analyzing specific trends by corps, it is immediately evident from Figure 2 that the Nurse Corps (NC) respondents indicate a greater difference in their perceived current and required skills in every item except for Developing subordinates: coaching, teaching, mentoring (044).

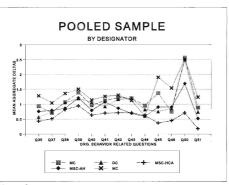


Figure 2 Aggregate Deltas by Designator

This is understandable because nursing directors and head nurses are directly involved in day-to-day interactions with their subordinates, other nurses and corpsman alike. The higher deltas exhibited by the nurse corps respondents are not so much a reflection on their lack of perceived current skills but on the higher perceived requirements they report for these skills; trends that are graphically illustrated in Figure 3 and Figure 4. Conversely, MSC-HCA respondents indicate the smallest deltas in their perceived skill levels and what is required for their position, which can be attributed to the

managerial-based curricula pursued by this cohort. Appendix E provides additional support from the ANOVA operation (described in Chapter III) run on the SAS software package in showing that there exist statistically significant differences at the 0.05 level in the variances of the aggregate mean deltas between the NC and MSC-HCA communities in four of the related items. There also exist significant variances between these two cohorts and the dental corps (DC) and medical corps respondents (MC) in two of the items. The variances between the Medical Service Corps-Allied Health (MSC-AH), Dental Corps, and Medical Corps were not significantly different,

Additional insight can be gained from these trends by by comparing the aggregate mean current skills across the different corps as well as the aggregate mean required skills. Figure 3 illustrates that all respondents regardless of corps indicated very similar perceptions concerning their current skill levels for almost all organizational behavior items, with the MSC-HCAs reporting the highest perceptions on most items. The one exception is Managing labor relations where, as shown in Appendix E, significant variances exist between the Medical Corps and the Medical Service Corps-Health Care Administration and between the Nurse Corps and the Medical Service Corps-Health Care Administration.

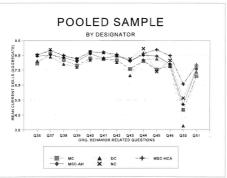
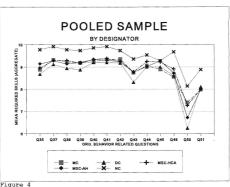


Figure 3 Mean Current Skills (Aggregate) by Designator

In Figure 4, however, one can see that the Nurse Corps consistently assigns the highest required skill levels for each organizational behavior item. Since the mean current values are consistent across the different corps, the higher deltas exhibited by the Nurse Corps can be attributed to them placing a greater importance on these skills than the other corps respondents. This should not be surprising considering that nurses provide the most direct care to the patient and therefore can most readily see the impact of enhanced managerial effectiveness as it relates to the customer.



rigure 4 Mean Required Skills (Aggregate) by Designator

2. Responses by Rank

Figure 5 provides a graphic representation of the mean aggregate deltas by rank as found in Appendix D. Managing labor relations (Q50) continues to exhibit the highest delta while those items related to group dynamics and individual behavior exhibit the lowest. This is consistent with the trends noted in the previous analyses.

In analyzing rank specific trends, it becomes apparent that the Admiral (ADM) cohort indicates the smallest perceptional differences between their current and required

skill levels, in most cases this difference is less than half a point. The other rank cohorts demonstrate more uniformity in their perceptions as indicated by their computed

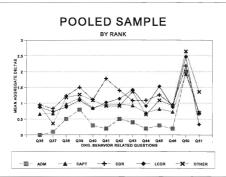


Figure 5 Aggregate Deltas by Rank

deltas. Despite the small variances among the rank cohort responses, no statistically significant differences were encountered with the TUKEY operation.

Figure 6 and Figure 7 more clearly illustrate the perceptional trends among the survey respondents according to rank. The Admiral (ADM) cohort clearly shows the highest current perceived level of skill across all organizational

behavior items as well as indicating the highest required skill level for these items. Their reported current skill levels are consistent with what one would expect from individuals who have held and been successful in the many diverse positions required for flag rank consideration and

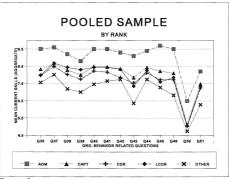
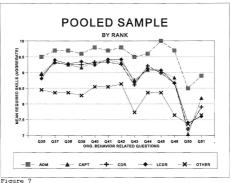


Figure 6
Mean Current Skills (Aggregate) by Rank

selection. One would also expect that the experience gained throughout their careers would give the members of this cohort a broader systems view of management and a clearer sense of the importance of this skills, resulting in the higher perceived required skills observed in Figure 7. It is important to remember, however, that the Admirals represent the smallest group in the rank cohort with only ten members (2.1 percent of the survey population). Nonetheless, their inclusion in this analysis was considered necessary because of their unique position in the Navy hierarchy and their vast amount experience in positions of leadership.

A very similar trend exists across both the perceived current and required skill levels for the Captain (CAPT). Commander (CDR), and Lieutenant Commander (LCDR) cohorts. This is not surprising because, depending on the facility and the individual careers of the respondents, all of these ranks could be expected to fill similar organizational roles. For example, a position filled by a Captain at Bethesda Naval Hospital, due to its teaching environment and high visibility, may be staffed by a Commander or even a Lieutenant Commander at a smaller facility. The "Other" cohort exhibits the lowest perceptions of current and required skill levels for almost all indicated items. This is consistent with what would be expected of more junior officers, given their limited exposure to complex managerial problems and the demands of more senior positions. The curious aspect of these relationships is that for survey item number 50, Managing labor relations, the trend of perceived required skill is reversed for all ranks except the Admiral (ADM) cohort with the Lieutenant Commander (LCDR)

and "Other" perceiving more of a requirement for this skill than the other two ranks.



Mean Required Skills (Aggregate) by Rank

This may be a reflection of a closer association between the junior ranks and such contracted services as house keeping, food preparation, and other civilian employees. These civilian employees may be technically subordinate to military officers serving in an executive role but they do not respond to military authority in the same manner as more junior officers and enlisted personnel. This may cause special complexities as the civilian employee perceives him or

herself outside the military chain of command and therefore not accountable to the authority vested in rank.

3. Responses by Organizational Position

Figure 8 provides a graphic representation of the mean aggregate deltas generated from the survey responses that can be found in Appendix D. Initial analysis shows that the overall perceptional trends observed earlier remain consistent by organizational position, with the largest deltas being observed with Managing labor relations (Q50) and the lowest being observed across the group dynamic and individual

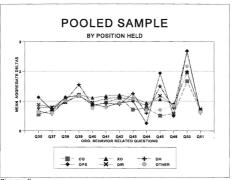


Figure 8 Aggregate Deltas by Position Held

behavior related items. In almost all categories, Commanding Officers (COs) exhibit lower deltas than any other cohort. This should be expected because as the individual becomes a CO, he or she passes through the other positions and gains first-hand experience in those billets. Surprisingly, the Operational Forces (OFS) cohort demonstrates the lowest delta in Developing subordinates: coaching, teaching, mentoring (Q44) and the highest delta in Understanding the role/scope of the job of CO/XO. This is perhaps a reflection of their autonomous status where they are experiencing directly the demands of a CO position.

Figure 9 and Figure 10 provide additional illustration concerning the relationship between the current and required organizational behavior skill levels associated with the survey responses by position held. Though the trend is not as clearly defined an in the previous analyses, the Commanding Officer (CO) cohort illustrates a higher current and required perception of skill levels than the other cohorts. Again, this may be attributable to past experiences in the other positions as the individual progressed to the CO level. Despite the apparent variances, however, no statistically significant differences among the aggregate deltas by position held were observed.

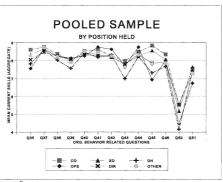
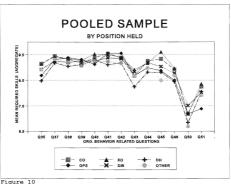


Figure 9 Mean Current Skills (Aggregate) by Position Held



Mean Required Skills (Aggregate) by Position Held

4. Responses by Years in a Managerial Position

The respondents were broken down into four separate cohorts for this analysis: those with less than or equal to 5 years (LE TO 5 YRS), those with more than 5 but less than or equal to 10 years (GT 5 BUT LE 10), those with more than 10 but less than or equal to 15 years (GT 10 BUT LE 15), and those with more than 15 years in a managerial position (GT 15 YRS). Some bias may be evident as a result of an individual's perception of a managerial position, but the results are consistent with what one would expect.

Figure 11 provides a graphic representation of the aggregate mean deltas generated by these four cohorts. These means can be found in Appendix D. One can clearly see that the largest deltas are associated with the cohort that reported the least amount of managerial experience, LE TO 5 YRS, and that the smallest deltas are associated with the cohort with the most reported time in managerial positions, GT 15 YRS. Considering the increasing exposure to the complexities of management, these results are not surprising. And, as shown in all previous analyses, Managing labor

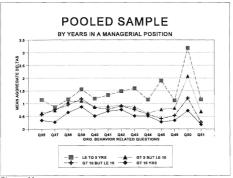


Figure 11 Aggregate Deltas by Years in a Managerial Position

relations (Q50) continues to generate the largest deltas for all cohorts. Of particular interest, considering the importance that the literature attributed to being able to effectively manage change, the item that generated the second largest delta for all cohorts was Managing change/technology (Q38). This possibly reflects a growing awareness of the significance of this skill.

Figure 12 and Figure 13 further illustrate the perceptional differences among these cohorts. Figure 12

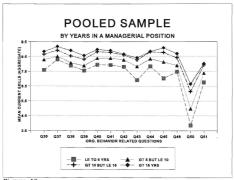


Figure 12
Mean Current Skills (Aggregate) by Years in a Managerial
Position

illustrates, and understandably so, that with more years of managerial experience attained, perceived skill becomes higher in all organizational behavior items.

Figure 13 illustrates the converse of this in that with less experience reported by a cohort in managerial experience, the lower their perceived needs are for the identified organizational behavior items. This trend along with the one described above in Figure 12 support the clearly defined deltas generated by these cohorts.

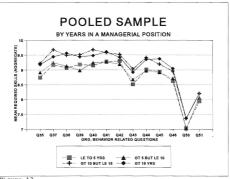


Figure 13 Mean Required Skills (Aggregate) by Years in a Managerial Position

It stands to reason that, as with rank and position held, the more experience an individual attains, the higher their personal skill will become. This enhanced experience also leads to the realization that these organizational behavior skills become more important as the managerial tasks become more complex; a trend that was reflected in the increasing perception of required skill shown in Figure 13. These trends are supported by Appendix E. which shows that the variances of more than half of the aggregate deltas between those with less than or equal to 5 years in a managerial position and those with more than 15 years experience are statistically significant at the 0.05 level, as determined by the TUKEY command of the ANOVA (analysis of variance) operation. No significant variances exist, however, between the two intermediate cohorts (GT 5 BUT LE 10 and GT 10 BUT LE 15) or between the two upper cohorts (GT 10 BUT LE 15 and GT 15 YRS).

C. SURVEY RESPONSES BY ORGANIZATIONAL BEHAVIOR ITEM FOR THOSE RESPONDENTS WITH SHORT COURSE EXPERIENCE

For this section of the study, those survey respondents with short course experience were isolated and then analyzed by corps, rank, position held, and years in managerial positions. As with the pooled sample, aggregate means were generated from the survey responses and analyzed for

significant variances or trends. These means, found in Appendix F, were then converted into a graphic format for ease of use. Initial analysis determined that the aggregate mean responses of those respondents with short course experience did not significantly differ from those of the pooled sample by corps, rank, and position held and therefore are not discussed further. The graphs of these cohorts, however, can be found in Appendices G, H, and I, respectively, complete with demographic characteristics. Figure 14 provides a

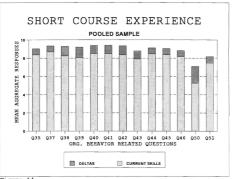


Figure 14
Deltas Between Current and Required Skills (Aggregate) for Respondents with Short Course Experience

graphical representation of the "short course" population's aggregate deltas and perceived current skill means for all organizational behavior survey items. The figure shows that the overall perceptions reflect the same general trends found in Figure 1 for the entire survey population with Managing labor relations (Q50) showing the highest delta.

The "Years in a Managerial Position" cohort, however, warrants further attention. Table 10 presents a demographic breakdown of those respondents with short course experience by years in managerial positions. For comparison, the breakdown by years in a managerial position of the overall survey population (Table 8) is also given.

TABLE 10 SURVEY DEMOGRAPHICS BY YEARS IN A MANAGERIAL POSITION WITH SHORT COURSE EXPERIENCE

Years in a Managerial Position	Frequency	Percent	Pooled Sample Percentages
Less than or equal to 5	62	23.0	30.9
More than 5 but less than or equal to 10	114	42.4	36.3
More than 10 but less than or equal to 15	42	15.6	16.6
More than 15	51	19.0	16.6

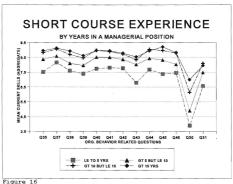
Figure 15 illustrates graphically the mean aggregate deltas generated by those with short course experience by their years in a managerial position for each survey item related to organizational behavior. The graph shows that for every item, the cohort with the least amount of managerial experience exhibits the largest gaps in their perceived current skills and what they feel is required for their present position. The other three cohorts exhibit fairly consistent deltas across all items with the exception of the



Figure 15 Aggregate Deltas by Years in a Managerial Position for those Respondents with Short Course Experience

GT 15 YRS cohort indicating a decidedly lower delta in Managing labor relations (Q50). As with all previous analyses, Managing labor relations (Q50) generated the highest deltas for all cohorts with Managing conflict (Q39) generating the second highest. Those items associated with group dynamics and individual behavior consistently generated the lowest gaps.

Figure 16 shows that the LE TO 5 YRS cohort reports having the lowest mean current skill levels for all organizational



Mean Current Skills (Aggregate) by Years in a Managerial Position for those Respondents with Short Course Experience

behavior items. The figure also shows that as individuals gain more experience in positions of management, they perceive a corresponding increase in these skills. This trend holds constant up through ten years of experience where the figure shows that perceptions level off and become consistent with those respondents reporting more experience.

Figure 17 illustrates that those with less experience in management perceive less of a need for these skills than those with more experience. Also, the general trend is that those

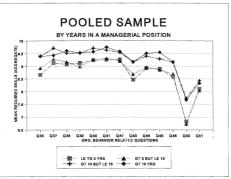


Figure 17
Mean Required Skills (Aggregate) by Years in a Managerial
Position for those Respondents with Short Course Experience

with less than or equal to ten years experience have very similar perceptions of need, whereas those with more than ten years experience perceive the requirements for these organizational behavior items in a comparable manner. This is reasonable because as one gains experience in management, exposure to an entire spectrum of situations is acquired. The spectrum of situations witnessed by those with less experience is more narrow, thus reflecting lower perceived needs. As time passes and experience is earned, the individual becomes increasingly aware of the importance of these skills which is reflected by the mean required skills of the GT 10 BUT LE 15 and GT 15 YRS cohorts.

Table 11 clearly supports placing special emphasis on the "Years in a Managerial Position" cohort for those with short course experience. No other demographic characteristic studied in this analysis of those respondents with short course experience had any statistically significant variances of the mean aggregate deltas. The ten items listed in Table 11, however, showed significant variances when the short course cohort was broken down in this fashion. These significant variances, determined by the TUKEY command of the ANOVA operation, were not confined to being between the LE TO 5 YRS (shown on the table as 1.0) and the GT 15 YRS (shown on the table as 4.0) cohorts either. Rather, they were evident

between the LE TO 5 YRS cohort and the other three groups with most of the significant variances occuring between the two cohorts with the least managerial experience, the LE TO 5 YRS and the GT 5 BUT LE 10 (shown on the table as 2.0) cohorts. The first column of the table shows which survey item had significant variances. The second column gives information on which two cohorts generated that significant variance and the third column illustrates the difference between the two cohorts' aggregate mean deltas.

The LE TO 5 YRS cohort's deltas varied significantly from the rest of these groups in ten of 13 organizational behavior items. Perhaps this is a reflection of the more junior officers not having been exposed to the increasing complexities and organizational demands associated with more senior positions of management and leadership.

TABLE 11 SIGNIFICANT VARIANCES FOR SHORT COURSE RESPONDENTS BY YEARS IN A MANAGERIAL POSITION

Years in a Managerial Position				
Organizational Behavior Significan Survey Items Between Del			Difference Between Deltas	
Question 38	1.0	4.0	0.7923	
Question 39	1.0	2.0	0.6874	
Quesiton 40	1.0	2.0	0.7462	
	1.0	3.0	0.7601	
	1.0	4.0	0.9036	
Question 41	1.0	2.0	0.6368	
Question 42	1.0	2.0	0.6749	
	1.0	4.0	0.7239	
Question 43	1.0	2.0	0.9891	
	1.0	2.0	1.0283	
Question 44	1.0	2.0	0.7043	
	1.0	3.0	0.0751	
Question 45	1.0	2.0	0.9743	
	1.0	3.0	1.1823	
	1.0	4.0	1.1585	
Question 50	1.0	4.0	2.2842	
Question 51	1.0	2.0	0.9807	
	1.0	3.0	1.1913	
	1.0	4.0	1.1520	

D. SURVEY RESPONSES BY ORGANIZATIONAL BEHAVIOR ITEM FOR THOSE RESPONDENTS WITH NO SHORT COURSE EXPERIENCE

As in the previous section, the survey respondents were again divided based on short course experience. This time, those without short course experience were isolated and then analyzed by corps, rank, position held, and years in managerial positions. Aggregate means were generated from the survey responses, which can be found in Appendix J, and then represented graphically for ease of analysis. The individual graphs for the corps, rank, position held, and years in managerial positions cohorts along with demographic characteristics can be found in Appendices K, L, M, and N respectively.

Figure 18 provides a graphical representation of the "without short course" population's aggregate deltas and perceived current skill means for all organizational behavior survey items. The figure shows that the overall perceptions of this group reflect the same general trends observable in Figure 1 for the entire survey population and in Figure 14 for those respondents with short course experience. Managing labor relations (050) continues to exhibit the highest delta followed by Understanding the role/scope of the job of CO/XO (Q45) and Managing conflict (Q39). Those items relating to group dynamics and individual behavior once again are characterized by the lowest deltas.

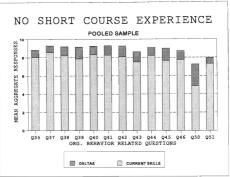


Figure 18
Deltas Between Current and Required Skills (Aggregate) for Respondents with no Short Course Experience

The TUKEY operation indicated a number of areas that had statistically significant variances across all cohorts, except rank, which exhibited no statistically significant differences. Table 12 illustrates the differences between the various designators of the corps cohort, giving the same information as found in Table 11. What is readily apparent is that any variances of significance between the generated deltas were between direct care providers, namely doctors and nurses (and in one instance dentists), and the Medical Service

Corps-Health Care Administration(MSC-HCA) respondents. Variances demonstrated between the Medical Corps(MC), Nurse Corps(NC), Dental Corps(DC), and Medical Service Corps-Allied Health(MSC-AH) were not significant. This indicates that among those respondents without the benefit of short course training, MSC-HCAs demonstrate significantly lower organizational behavior skill gaps in five of the 13 related survey items. Considering their undergraduate curricula, this is not surprising.

TABLE 12 SIGNIFICANT VARIANCES BY CORPS OF THOSE RESPONDENTS WITH NO SHORT COURSE TRAINING

CORPS				
Organizational Behavior Survey Items	Significance Between Deltas		Difference Between Deltas	
Question 35	MC	HCA	1.0393	
Question 45	MC	HCA	2.3470	
	NC	HCA	2.2936	
Question 46	NC	HCA	1.5170	
Question 50	NC	HCA	3.5170	
	MC	HCA	2.9607	
	DC	HCA	2.4556	
Question 51	NC	HCA	2.1006	
	MC	HCA	1.2188	

Table 13 shows the significant variances by organizational position of those respondents without short course education.

The only significant difference was between the Operational Forces (OPS) cohort and the Commanding Officer (CO) cohort in Understanding the role/scope of the job of CO/XO (O45).

TABLE 13 SIGNIFICANT VARIANCES BY POSITION HELD FOR THOSE RESPONDENTS WITH NO SHORT COURSE EXPERIENCE

POSITION HELD			
Organizational Behavior Survey Items	Significance Between Deltas		Difference Between Deltas
Question 45	OPS	CO	3.4143

The last cohort to be analyzed in this manner was the "years in a managerial position" cohort with the results of the TUKEY operation displayed in Table 14. Most of the significant variances occur between the LE TO 5 YRS (1.0) cohort and those respondents with more than 10 years of managerial experience, the GT 10 BUT LE 15 (3.0) and GT 15 YRS (4.0) cohorts. In Managing labor relations (Q50), the GT 5 BUT LE 10 (2.0) cohort's delta also varies significantly with those of the two cohorts with more managerial experience.

Given that all respondents in this sub-group of the survey population did not have the benefits of any short course training, the observed variances should not be surprising. By corps, all variances that were significant occured between Medical Service Corps-Health Care Administrators and health care providers (doctors, nurses, and dentists); between those

TABLE 14 SIGNIFICANT VARIANCES BY YEARS IN A MANAGERIAL POSITION FOR THOSE RESPONDENTS WITH NO SHORT COURSE EXPERIENCE

YEARS IN A MANAGERIAL POSITION					
Organizational Behavior Survey Items	Significance Between Deltas		Difference Betwee Deltas		
Question 35	1.0	4.0	1.0022		
Question 43	1.0	4.0	1.2685		
Question 45	1.0	3.0	1.6913		
	1.0	4.0	2.0262		
Question 50	1.0	4.0	2.5521		
	1.0	3.0	2.5957		
	2.0	4.0	1.7303		
	2.0	3.0	1.7739		

with previous managerial training and those without. By years in managerial positions, all significant variances occured between those with less than 10 years experience in managerial positions and those with more than 10 years. And by organizational position, the one item with a significant difference occured between the Operational Forces cohort and that of the Commanding Officers.

These trends reflect the two schools of thought on managerial development in practice: the first being through trial and error and observation of "role models" and the second being through education. The "years of managerial experience" cohorts readily exhibit this first method as there

exist several significant variances between those with less than ten years experience and those with more. The trend here is that with increasing experience the individual attains in managerial positions, their perceived skill gaps decrease. The organizational position cohort supports this to a small degree in that it is the Commanding Officer position, a position attained after years of successful service, that has the significantly lower deltas. The negative aspect here is that the demands of today's health care environment will not wait the ten plus years for executives to acquire the necessary skills to be truly effective.

The second method of developing executive skills is through education, which is represented by the corps cohort. There are a number of significant variances between health care providers, who traditionally do not receive managerial training, and the MSC-HCA respondents, who follow a curricula with a core of managerial development classes. The result is that the MSC-HCAs perceive significantly smaller skill gaps in a variety of organizational behavior items, implying that educational preparation can reduce the perceived skill deficiencies and lead to enhanced effectiveness. The previous section supports these findings in that none of the cohorts with short course experience exhibited significant variances except the "years in managerial positions" group. This should be expected because these individuals have the dual benefit of

"on-the-job-training" as well as increased managerial awareness through targeted short course education.

Table 15 provides further evidence that supports this position. The table shows the results of a TUKEY operation comparing the mean aggregate deltas of all the designators of the corps cohort without short course experience with the mean aggregate deltas of the same groups with short course experience. This allowed, for instance, those respondents that are members of the Medical Corps without short course experience (exp.) to be compared to members of the Nurse Corps with short course experience or members of the Dental corps without experience in short course education, or any other combination. The results of this operation show that for the indicated organizational behavior items, MSC-HCAs, with or without short course experience, have significantly lower deltas, even over other designators with short course experience and that direct health care providers continue to exhibit significantly higher deltas over the MSC-HCAs.

TABLE 15 SIGNIFICANT VARIANCES BETWEEN CORPS WITH SHORT COURSE EXPERIENCE AND CORPS WITH NO SHORT COURSE EXPERIENCE

CORPS				
Organizational Behavior Survey Items		ficance n Deltas	Difference	
Question 35	MC with no exp.	HCA with no exp.	1.0393	

Question 45	MC with no exp.	HCA with exp.	1.6817
	MC with no exp.	MC with exp.	1.7442
	MC with no exp.	DC with exp.	1.8021
	MC with no exp.	AH with exp.	2.1026
	MC with no exp.	HCA with no exp.	2.3470
	NC with no exp.	HCA with no exp.	2.2936
Question 46	NC with no exp.	MC with exp.	1.4005
	NC with no exp.	HCA with no exp.	1.5170
Question 50	NC with no exp.	HCA with exp.	2.8739
	NC with no exp.	HCA with no exp.	3.5170
	MC with no exp.	HCA with exp.	2.3176
	MC with no exp.	HCA with no exp.	2.9607
	DC with no exp.	HCA with no exp.	2.4556
	DC with exp.	HCA with no exp.	1.9404
	MC with exp.	HCA with no exp.	1.6222
Question 51	NC with no exp.	HCA with no exp.	2.1006

V. CONCLUSIONS AND RECOMMENDATIONS

This thesis builds on existing research in an ongoing effort to design and implement an executive management education (EME) program for the Navy's Bureau of Medicine and Surgery. The data for this research was generated from the responses to a survey of senior medical executives developed by a team of faculty members at the Naval Postgraduate School. Specifically, survey items related to organizational behavior were analyzed for identifiable trends by corps, rank, position held, years of managerial experience, and short course experience. This analysis has lead to the following recommendations and conclusions.

A. RESEARCH CONCLUSIONS

The Perceived Current and Required Organizational Behavior Skill Levels for the Survey Population.

The analysis of the pertinent survey items presented in Figure 1 of Chapter IV illustrates a consistent perceptional difference in what the respondents feel is required for their present position and what they perceive to be their own current skill in the related organizational behavior items. These gaps are present across all items with the largest deltas being identified with Managing labor relations (Q50) and Managing conflict (Q39) and the lowest deltas associated with the group dynamics and individual

behavior skills. In other words, the respondents are indicating that they perceive deficiencies in their organizational behavior skills as their current capabilities consistently fall short of the reported skill requirements for their position.

2. Comparative Trends by Corps

The generated deltas by corps reflected similar characteristics of the overall survey population in that Managing labor relations (050) again exhibited the highest delta among all cohorts, except for the Medical Service Corps-Health Care Administration (MSC-HCA), which indicated a larger gap in Managing conflict (039). As a group, however, the Murse Corps (NC) reported significantly larger skill gaps than the other cohorts, especially the MSC-HCAs who reported the smallest deltas of the different corps. These large deltas characteristic of the NC cohort were the result of nurses placing a higher level of significance on the required skills for their position. Their reported current skills paralleled those of the other cohorts. This indicates that, as a group, nurses have higher managerial expectations than the other direct care providers, which may reflect their day-to-day interaction with the customer.

The lower deltas reported by the MSC-HCA cohort are not surprising considering their background and training in areas of management. These lower deltas are a result of higher perceived current skills as their perceived required skills parallel those of the Medical Corps (MC), Dental Corps (DC), and the Medical Service Corps-Ancillary Health Care Provider (AH). The MSC-HCAs perceived current skills are followed most closely by the NC cohort's perceived current skills. The reason for significant variances between these two cohorts is that the NC cohort indicates a greater requirement for these organizational behavior skills.

3. Comparative Trends by Rank

No statistically significant variances were determined among the rank comparisons. The Admiral (ADM) cohort, however, indicated the largest perceived current and required skill levels and correspondingly the smallest skill gaps while the Captain (CAPT), Commander (CDR), and Lieutenant Commander (LCDR) cohorts differed very little in their perceptions. The higher reported skill values for the ADM cohort is not surprising considering the many diverse organizational positions that must have been successfully navigated for flag rank consideration and selection. During their ascent to their present positions, this cohort was sure to have been faced with some unique challenges that stretched their managerial capabilities. Such incidents enhance the individual's personal skill as well as enlightening them as to the need of that particular skill.

4. Comparative Trends by Position Held

These six cohorts exhibited very similar perceptions across the field of organizational behavior related items.

The overall perceptional trends were consistent with the survey population with the largest deltas again being observed in Managing labor relations (050) and the lowest deltas being observed with the items related to group dynamics and individual behavior. Not surprising, the Commanding Officer (CO) cohort generally reported the highest perceived current skill levels and had the lowest associated skill gaps. Perceptions of need were fairly consistent across all organizational position cohorts.

5. Comparative Trends by Years in Managerial Positions

These cohorts exhibited the clearest perceptional differences of all the cohorts examined. A very clear trend exists that shows that the more managerial experience a respondent has, the higher their perceived current and required levels are and the lower their generated skill gaps. Five separate organizational behavior items were determined to have statistically significant variances between those individuals with less than or equal to five years of managerial experience and those with more than 15 years. These trends mirror what was seen with the rank and organizational position cohorts in that the more exposure an individual has to managerial challenges, the greater their appreciation is for the skills involved and the higher their personal skill level becomes.

6. Comparative Trends by Short Course Experience

The survey population was separated into those with short course experience and those without for this part of the analysis. Those groups were then studied by the various cohorts discussed above. The overall response trends still attributed the highest deltas to Managing labor relations (Q50) and the lowest to those items relating to group dynamics and individual behavior. What emerged from these comparisons was the substantiation that managerial education, either through undergraduate work such as the MSC-HCAs pursue or through DOD or DON short courses, can significantly impact an individual's perceived skill levels in much the same way that years of managerial experience can.

In all of the analyses presented above, except for corps, the individual with the highest rank (ADM) or the individual with the most senior billet (CO) or the individual with the most senior billet (CO) or the individual with the most experience (GT 15 YRS) reported the lowest skill gaps across the associated organizational behavior related items. The characteristic all of these have in common is that it takes a great deal of time, a career's worth, to reach that level. Today's complex health care issues will not wait for up and coming senior medical executives to acquire these skills necessary for efficient and effective health care delivery.

The one cohort seemingly unaffected by this time requirement is the MSC-HCA designator. These individuals have

the advantage of devoting their undergraduate studies to the study of basic management techniques and the unique managerial problems of the health care industry. Not every one in the medical system can follow this type of curricula but the data suggest that short course experience can also reduce these self-reported skill gaps. In Section B of Chapter IV, it was shown that only the "years in managerial positions" generated significant variances suggesting that the presence of short course experience among those respondents helped to smooth the perceptional differences and lower the reported organizational behavior skill gaps.

The literature illustrates the special contribution health care providers can make in positions of executive responsibility. Some even argue that the inclusion of these functional specialists is vital if the increasingly complex medical system issues are to be resolved. Since these issues are of immediate concern, clinicians turned executive cannot afford to learn their new profession on-the-job and must rely on appropriate executive education programs to bridge the obvious gaps in their managerial development.

B. RECOMMENDATIONS

The following recommendations are made based on a review of the literature, the analysis provided in Chapter IV, and the conclusions in this chapter:

 The data consistently indicated the highest deltas in Managing labor relations (Q50). Given the relaince on civilian personnel in military treatment facilities, prospective medical executives need to understand that handling civilian employees is not the same as dealing with another officer or enlisted personnel. The appropriate skills and possible scenarios should be highlighted during module training.

- 2. The lowest deltas were consistently associated with group dynamics and individual behavior skills. These skills need to be stressed to ensure the most is being made of them. Command vision needs to incorporate these elements (e.g., teams, developing subordinates, etc.) to capitalize on the talents of the more junior leaders.
- 3. The highest deltas were consistently associated with the cohorts that reported the least amount of experience (e.g., less than or equal to five years in a managerial position, lower organizational position, and the "Other" category in the rank cohort). These individuals should be targeted as early as possible by the EME to help them gain the necessary tools to be effective executives; tools that are normally associated with more experienced administrators.
- 4. There were 14 different possible short course choices available on the survey instrument with space for additional "write in" courses. These courses need to be reviewed to ensure that their programs of instruction build on existing skills and that there is a recognized progression of executive development.
- 5. Follow up surveys should be considered in an effort to measure perceptional changes over time and to gauge the relative effectiveness of any instituted development programs.

APPENDIX A

ORGANIZATIONAL BEHAVIOR ITEMS FROM THE SURVEY INSTRUMENT AS CATEGORIZED IN APPENDIX C OF REFERENCE 1

Group Dynamics

Question 37. Building Trust

Question 40. Building Teamwork

Question 41. Developing a positive organizational

climate/culture.

Question 51. Managing multi-cultural diversity in the work place.

Individual Behavior

Question 35. Empowering individuals and work groups.

Question 42. Motivating people.

Question 44. Developing subordinates: coaching, teaching, mentoring.

Question 46. Promoting innovation and risk taking behavior.

Organizational Design

Question 43. Employing coordinating mechanisms (e.g., teams, task forces, ad hoc work groups).

Question 45. Understanding the role/scope of the job of CO/XO.

Labor/management Relations

Question 50. Managing labor relations (union negotiations, grievances, etc.).

Conflict Resolution

Question 39. Managing conflict.

Managing change/technology

Question 38. Managing change.

APPENDIX B

BREAKDOWN OF SHORT COURSE ATTENDES BY THE LISTED SHORT COURSES (IN PERCENTAGES)-INDICATES THAT THOSE RESPONDENTS WITH SHORT COURSE EXPERIENCE HAVE ATTENDED MULTIPLE COURSES

N = 476 TAKERS	P C O X O	L M E T C	L M E T	L M E T	M A N D E V	S L S	S M R C	P O M I	I I F H C E	P S A	F M M	P M C	M M
PCOXO-117	Х	71	54	22	19	51	75	2	34	3	4	2	0
LMETC-135	61	Х	52	23	21	53	77	2	36	1	2	0	1
LMETS-216	29	32	Х	35	19	51	74	3	22	4	4	2	3
LMETI-139	19	22	54	Х	22	50	54	4	11	7	4	2	2
MANDEV-74	31	39	59	42	Х	45	75	3	27	0	4	0	0
SLS-195	31	37	57	35	16	Х	70	4	23	5	6	2	4
SMRC-269	33	39	59	28	20	51	Х	4	26	3	4	1	3
POMI-16	13	19	44	31	13	44	63	Х	19	13	25	0	25
IIFHCE-84	48	57	56	18	23	52	82	4	Х	1	2	0	0
PSA-24	13	8	38	42	0	42	29	8	4	Х	13	8	17
FMM-22	23	14	41	27	14	50	55	18	9	14	Х	18	14
PMC-7	29	0	57	43	0	57	43	0	0	29	57	Х	14
MM-12	0	8	50	25	0	58	58	33	0	33	25	8	Х

Note: The numbers next to the short courses in the left column indicate the number of respondents from the data set that have attended that course.

APPENDIX C

SELECTED SHORT COURSE BREAKDOWN BY CORPS, RANK, AND POSITON HELD

Short Courses Attended by Corps (In %)

(N=	424) <u>PCOXO</u>	LMETS	LMETC	LMETI	MANDEV	SLS	SMRC	IIFHCE
AH DC HCA MC NC	29.90	69.07 36.56 40.91	42.27 29.03 26.62	28.87 32.26 24.68	9.68 15.58	41.24 48.39 38.96	69.07 51.61 57.79	22.68 15.05 17.53

Short Courses Attended by Rank (In %)

(N=476)	PCOXO	LMETS	LMETC	LMETI	MANDE	/ SLS	SMRC	IIFHCE
ADM CAPT CDR LCDR OTHER	90.00 32.69 6.25 0	50.00 55.45 34.38 6.82 18.18		21.79 42.71	16.35 11.46	70.00 43.59 38.54 27.27 18.18	67.95 44.79	50.00 25.00 1.04 0

Short Courses Attended by Position (In %)

(N=476)	PCOXO	LMETS	LMETC	LMETI	MANDEV	SLS	SMRC	IIFHCE
CO XO DIR DH OPS OTHER	48.45 40.28 6.43 11.36 31.25 20.75	55.67 52.78 34.29 40.91 43.75 48.11	6.82	39.29	20.83 15.00 4.55 12.50	49.48 47.22 37.86 36.36 43.75 34.91	45.71 43.18	6.82

APPENDIX D

AGGREGATE MEANS FOR ALL ORGANIZATIONAL BEHAVIOR ITEMS BY POOLED SAMPLE, DESIGNATOR, RANK, POSITION HELD, AND YEARS IN MANAGERIAL POSITION

POOLED

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C35QUES	IMPOWR IND & WORK GRP/CUR	475	8.2252632	1.6035936	2.0000000	10.0000000
C37QUES	BUILDING TRUST/CUR	474	8.6308017	1.3121568	4.0000000	10.0000000
C38QUES	MANAGING CHANGE/CUR	475	8.2357895	1.4823800	2.0000000	10.0000000
C39QUES	MANAGING CONFLICT/CUR	475	7.9684211	1.6099154	1.0000000	10.0000000
C400UES	BUILDING TRAMMORK/CUR	473	8.4270613	1.4553624	3.0000000	10.0000000
C410UES	DEVLP POS ORGAN CLIMAT/CUR	475	8.4021053	1.4143612	2.0000000	10.0000000
C420UES	MOTIVATING PROPIE/CUR	475	8.2526316	1.4288204	4.0000000	10.0000000
C430UES	EMPLY COORD MECHNSM/CUR	475	7.7200000	1.7500814	4.0000000	10.0000000
C44QUES	DEVLP SUBORDINATES/CUR	475	8.3578947	1.4735057	3.0000000	10.0000000
C450URS	UNDESTND ROLE CO & XO/CUR	475	8.0694737	1.8830284	3.0000000	10.0000000
C460UES	PROM INNOVT & RISK BHVR/CUR		7.9936709	1.6875248	2.0000000	10.0000000
C500UES	MANAGE LABOR RELATIONS/CUR	473	5.1078224	2.6694684	2.0000000	10.0000000
C510UES	MANG MULTI-CULT DIVESTY/CUR		7.3957895	1.8801605	2.0000000	10.0000000
COLUMN	MANUS MUDITI-CODI DIVASTI)COR	*//	1.3931093	1.0001009	2.0000000	10.0000000
POOLED						
Variable		N	Mean	Std Dev	Minimum	Maximum
R35OUES	IMPOWR IND & WORK GRP/REO	475	8.9536842	1.3756326	2.0000000	10.0000000
R370UBS	BUILDING TRUST/REO	475	9.3284211	1.0481713	4.0000000	10.0000000
R3 SOURS	MANAGING CHANGE/REO	475	9.2421053	1.0585775	4.0000000	10.0000000
R39QUES	MANAGING CONFLICT/REO	475	9.1873684	1.1291349	4.0000000	10.0000000
R400UES	BUILDING TRAMMORK/REO	474	9.3270042	1.0325714	4.0000000	10.0000000
R41OURS	DEVLP POS ORGAN CLIMAT/REO	475	9.3810526	0.9915566	3.0000000	10.0000000
R420UES	MOTIVATING PROPLE/REQ	475	9.3115789	1.0790353	2.0000000	10.0000000
R43OUES	EMPLY COORD MECHNSM/REO	475	8.7242105	1.3877642	0	10.0000000
R44OURS	DEVLP SUBORDINATES/REO	475	9.1157895	1.2209766	2.0000000	10.0000000
R450UES	UNDESTND ROLE CO & XO/REO	475	9.0400000	1.6802652	0	10.0000000
R46OURS	PROM INNOVT & RISK BEVR/REO	474	8.7784810	1.3898914	2.0000000	10.0000000
R500UES	MANAGE LABOR RELATIONS/REQ	473	7.1416490	2.5642215	0	10.0000000
R510UES	MANG MULTI-CULT DIVESTY/REO		8.0736842	1.9629592	Ď	10.0000000
POOLED						
Variable	Label	20	Mean	Std Dev	Minimum	Maximu
0255555						
Q35DELTA	DELTA-IMPOWR IND & WORK GRP	474	0.7299578	1.5817635	-5.0000000	7.000000
Q37DELTA	DELTA-BUILDING TRUST	473	0.6976744	1.3370276	-5.0000000	5.000000
Q38DELTA	DELTA-MANAGING CHANGE	474	1.0084388	1.5194067	-5.0000000	7.000000
Q39DELTA	DELTA-MANAGING CONFLICT	474	1.2215190	1.7165655	-5.0000000	9.000000
Q40DELTA	DELTA-BUILDING TEAMNORK	472	0.9025424	1.5068964	-5.0000000	6.000000
Q41DELTA	DELTA-DEVLP POS ORGAN CLIMAT		0.9810127	1.4834030	-5.0000000	7.000000
Q42DELTA	DELTA-MOTIVATING PROPLE	474	1.0632911	1.4942464	-5.0000000	6.000000
Q43DELTA Q44DELTA	DELTA-EMPLY COORD MECHNSM	474	1.0084388	1.7142397	-4.0000000	7.000000
	DELTA-DEVLP SUBORDINATES	474	0.7594937	1.5226148	-5.0000000	6.000000
Q45DELTA	DELTA-UNDESTND ROLE CO & NO	474	0.9725738	2.2575424	-10.0000000	10.000000
Q46DELTA	DELTA-PROM INNOVT & RISK BHV		0.7864693	1.7194263	-5.0000000	7.000000
Q50DELTA	DELTA-MANAGE LABOR RELATIONS DELTA-MANG MULTI-CULT DIVEST		2.0487288	2.9177978	-7.0000000 -9.0000000	7.000000
	DELTA-MANG MULTI-CULT DIVEST	1 474	0.6814346	2.0162640	-y.0000000	7.000000

DESIGNATO						
Variable			Mean		Minimum	Maximum
C35QUES	IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR	52	8.3653846	1.3580385		10.0000000
C37QUES	BUILDING TRUST/CUR MANAGING CHANGE/CUR MANAGING CONFLICT/CUR BUILDING TRANSFORK/CUR	52	8.7115385	1.2577063	5.0000000	10.0000000
C38QUES	MANAGING CHANGE/CUR	52	8.4230769	1.3335219	5.0000000	10.0000000
C3aGORR	MANAGING CONFLICT/CUR	52	8.2115385 8.4901961	1.4994972	5.0000000	10.0000000
C40QUES	DEVLP POS ORGAN CLIMAT/CUR	27	8.4423077	1.3197365	5.0000000	
C42OURS	MOTIVATING PEOPLE/CUR	52	8.1923077	1.5970372	4.0000000	10.0000000
	EMPLY COORD MECHNSM/CUR	52	7,9230769	1,5191091		
C44OUES	DEVLP SUBORDINATES/CUR	52		1.3535886	5.0000000	10.0000000
C45QUES	UNDRSTND ROLE CO & XO/CUR	52	8.4038462	1.5115194	4.0000000	
C46QUES	PROM INNOVT & RISK BHVR/CUR	52	8.1153846	1.5036406	5.0000000	10.0000000
C50QUES	MANAGE LABOR RELATIONS/CUR	51	5.2549020	2.9315057	0	10.0000000
CPIQUES	MANG MULTI-CULT DIVESTY/CUR	52	7.2500000		2.0000000	
DESIGNATO	R = MC					
Variable	Label	N				
	IMPONR IND & WORK GRP/CUR					10.0000000
C37QUES	IMPONR IND & WORK GRP/CUR BUILDING TRUST/CUR	153	8.6013072	1.1828816	5.0000000	10.0000000
C38QUES		153	8.1633987	1.4888070	2.0000000	10.0000000
C39QUES		153	7.7908497	1.6648597	1.0000000	10.0000000
C40QUES	DEVLP POS ORGAN CLIMAT/CUR	153	8.2810458	1.5063791	3.0000000	10.0000000
C41QUES	MOTIVATING PROPLE/CUR	153		1.4316500	4.0000000	10.0000000
CAZQUES	PMDTY COODD MECHNISM/CITE	153	7.5555556		0.0000000	10.0000000
C44OURS						10.0000000
C45QUES	UNDRSTND ROLE CO & XO/CUR	153	7.5163399	2.1123215	0	10.0000000
C46OUES	PROM INNOVI & RISK BHVR/CUR	152	7.7894737	1.7741021	3.0000000	10.0000000
C50QUES	MANAGE LABOR RELATIONS/CUR	153	4.8366013 7.0849673	2.5941673	2.0000000	10.0000000
C51QUES	MANG MULTI-CULT DIVESTY/CUR	153	7.0849673	1.9666553	2.0000000	10.0000000
DESIGNATO	R = DC					
Variable			Mean			
G3 FOURC	IMPONE IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR MANAGING CONFLICT/CUR BUILDING TZAMHORK/CUR	97	0.1124021	1 6048222	3 0000000	10 0000000
CATOURS	BULLIAND ABUGA/CUB	97	8 3814433	1 5575308	4 0000000	10.0000000
C38QUES	MANAGING CHANGE/CUR	97	7.8865979	1.6575351	3.0000000	10.0000000
C39QUES	MANAGING CONFLICT/CUR	97	7.6907216	1.7100245	3.0000000	10.0000000
C40QUES	BUILDING TEAMWORK/CUR	97	8.1443299	1.6582476	4.0000000	10.0000000
						10.0000000
C42QUES	MOTIVATING PROPLE/CUR	97	8.0103093 7.1340206	1.4964879		10.0000000
C44QUES	EMPLY COORD MECHNSM/CUR DEVLP SUBORDINATES/CUR	97	8.1752577	1.6202515		
CASOURS	UNDRSTND ROLE CO 4 XO/CUR	97	8.2474227	1.8542234		
C460UES	PROM INNOVT & RISK BHVR/CUR					
C50QUES	MANAGE LABOR RELATIONS/CUR	96	3.7708333	2.4601205	0	8.0000000
	MANG MULTI-CULT DIVESTY/CUR				3.0000000	10.0000000
DESIGNATO						
Variable	Label		Mean			
C350URS	IMPONE IND & WORK GRP/CUR	50	8.5000000	1.4880476		10.0000000
C37QUBS	IMPONR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR	50	8.8800000	1.3498299	5.0000000	10.0000000
	MANAGING CHANGE/CUR	50	8.4200000	1.5530089	4.0000000	10.0000000
C39QUES	MANAGING CHANGE/COR MANAGING CONFLICT/CUR	50	8.2400000	1.6358235	4.0000000	10.0000000
C40QUES			8.7200000	1.2623270	6.0000000	10.0000000
	DEVLP POS ORGAN CLIMAT/CUR	50	8.6600000	1.2874591	5.0000000	10.0000000
C430UES	MOTIVATING PEOPLE/CUR RMPLY COORD MRCHNSM/CUR	50	8.2400000	1.7444957	3.0000000	10.0000000
C440UES	EMPLY COORD MECHNSM/CUR DEVLP SUBORDINATES/CUR UNDRSTND ROLE CO & XO/CUR	50	8.9400000	1.1677643		10.0000000
C45QUES	UNDRSTND ROLE CO 4 XO/CUR	50	7.3800000	1.9680095	1.0000000	10.0000000
C46QUES	PROM INNOVT & RISK BHVR/CUR	50	8.1400000	1.6538144	4.0000000	10.0000000
C50QUES	MANAGE LABOR RELATIONS/CUR	50	5.6200000	2.3723750 1.8599978	0	10.0000000
C51QU2S	MANG MULTI-CULT DIVRSTY/CUR	50	7.6400000	1.8599978	3.0000000	10.0000000

DESIGNATO	R = HCA					
Variable	Label	N	Mean	std Dev	Minimum	Maximum
C35QUES C37QUES	IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR	93	8.5268817 8.7956989	1.2903606	5.0000000	10.0000000
C38QUES	MANAGING CHANGE/CUR	93	8.4838710	1.3482106	4.0000000	10.0000000
C39QUES	MANAGING CONFLICT/CUR	93	8.2365591	1.4400925	4.0000000	10.0000000
C40QUES C41QUES	BUILDING TEAMWORK/CUR DEVLP POG ORGAN CLIMAT/CUR	93 93	8.7204301 8.6881720	1.2191015	4.0000000	10.0000000
C42QUES	MOTIVATING PROPLE/CUR	93	8.5483871	1.2555627	4.0000000	10.0000000
C43QUES	EMPLY COORD MECHNSM/CUR	93	8.0752688	1.3532293	4.0000000	10.0000000
C44QUES	DEVLP SUBORDINATES/CUR	93	8.6236559	1.2328297	5.0000000	10.0000000
C45QUES	UNDESTED ROLE CO & XO/CUR	93	8.8602151	1.0993219	6.0000000	10.0000000
C46QUES C50QUES	PROM INNOVT & RISK BHVR/CUR MANAGE LABOR RELATIONS/CUR	93	8.4623656 6.5483871	1.2472504	4.0000000	10.0000000
C510UES		93	7.8279570	1.8155348	3.0000000	10.0000000
				1.0133340		
DESIGNATO	R = AH'					
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C35QUES	IMPOWR IND & WORK GRP/CUR	30	8.4333333	1.1651057	6.0000000	10.0000000
C37QUES	BUILDING TRUST/CUR	29	8.5172414	1.2711269	6.0000000	10.0000000
C38QUES C39QUES	MANAGING CHANGE/CUR MANAGING CONFLICT/CUR	30	8.3333333	1.2129569	5.0000000	10.0000000
C40QUES	BUILDING TEAMWORK/CUR	29	8.5862069	1.3233410	5.0000000	10.0000000
C41QUES	DEVLP POS ORGAN CLIMAT/CUR	30	8.3000000	1.3169976	5.0000000	10.0000000
C42QUES	MOTIVATING PROPLE/CUR	30	8.4333333	1.3047218	6.0000000	10.0000000
C43QUES	EMPLY COORD MECHNSM/CUR	30	8.1333333	1.5698305	5.0000000	10.0000000
C44QUES C45QUES	DEVLP SUBORDINATES/CUR	30	8.5000000	1.2525835	5.0000000	10.0000000
C46QUES	UNDRSTND ROLE CO & XO/CUR PROM INNOVT & RISK BHVR/CUR	30	8.4333333 7.9000000	1.9771685	4.0000000	10.0000000
C50quas	MANAGE LABOR RELATIONS/CUR	30	5.2000000	2.6961019	4.0000000	10.0000000
C51QUES	MANG MULTI-CULT DIVRSTY/CUR	30	7.5666667	2.0457413	2.0000000	10.0000000
DESIGNATO	R = ' '					
DESIGNATO Variable		N	Mean	Std Dev	Minimum	Maximum
		N 52	Mean 8.7884615	Std Dev	Minimum 3.000000	
Variable R35QUES R37QUES	Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ	52 52	8.7884615 9.2500000	1.4731125 1.0641207	3.0000000	10.0000000
Variable R35QUES R37QUES R38QUES	Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ	52 52 52	8.7884615 9.2500000 9.2500000	1.4731125 1.0641207 1.1525760	3.0000000 6.0000000 6.0000000	10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R39QUES	Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANACING CHANGE/REQ MANACING CONFLICT/REQ	52 52 52 52 52	8.7884615 9.2500000 9.2500000 9.2500000	1.4731125 1.0641207 1.1525760 1.1861125	3.0000000 6.0000000 6.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R39QUES R40QUES	Label IMPONR IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MANAGING CONFLICT/REQ BUILDING TRAMMORE/REQ BUILDING TRAMMORE/REQ	52 52 52 52 52 52 51	8.7884615 9.2500000 9.2500000 9.2500000 9.2352941	1.4731125 1.0641207 1.1525760 1.1861125 1.2423886	3.0000000 6.0000000 6.0000000 6.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R39QUES	Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANACING CHANGE/REQ MANACING CONFLICT/REQ	52 52 52 52 52	8.7884615 9.2500000 9.2500000 9.2500000	1.4731125 1.0641207 1.1525760 1.1861125	3.0000000 6.0000000 6.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R39QUES R40QUES R41QUES R41QUES R43QUES R43QUES	Label IMPOWR IND & WORK GRF/REQ BUILDING TRUST/REQ BUILDING TRUST/REQ MARAGING CORFLICT/REQ MARAGING CORFLICT/REQ DEVLE POS GREAN CLIMAT/REQ MOTIVATING PEOPLE/REQ BUFLEY CORP. MECHINEN/REQ BUFLEY CORP. MECHINEN/REQ	52 52 52 52 52 51 52 52 52 52 52	8.7884615 9.2500000 9.2500000 9.2500000 9.2352941 9.3269231	1.4731125 1.0641207 1.1525760 1.1861125 1.2423886 1.0236642	3.0000000 6.0000000 6.0000000 6.0000000 4.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R49QUES R40QUES R41QUES R42QUES R44QUES	Label IMP & WORK CRP/REQ IMPOSE IND & WORK CRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MANAGING COMPILET/REQ BUILDING TRAMMORE/REQ BUILDING CONDITION TRAMMORE/REQ BUILDING CONDITION TRAMBORE/REQ BUILDING CONDITION TRAMBORE/REQ BUILDING CONDITION TRAMBORE/REQ	52 52 52 52 52 51 52 52 52 52 52 52	8.7884615 9.2500000 9.2500000 9.2500000 9.2352941 9.3269231 9.1346154 8.6538462 8.9038462	1.4731125 1.0641207 1.1525760 1.1861125 1.2423886 1.0236642 1.4954683 1.7021856	3.0000000 6.0000000 6.0000000 6.0000000 4.0000000 2.0000000 2.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R40QUES R41QUES R42QUES R43QUES R43QUES R45QUES	Label IMPOUR IND & WORK GRP/REQ BUILDING TRUST/REQ BUILDING TRUST/REQ MANAGEING COMPLICT/REQ BUILDING TRUST/REQ BUILDING TRUST	52 52 52 52 52 51 52 52 52 52 52 52 52	8.7884615 9.2500000 9.2500000 9.2500000 9.2352941 9.3269231 9.1346154 8.6538462 8.9038462 8.8653846	1.4731125 1.0641207 1.1525760 1.1861125 1.2423886 1.0236642 1.4954683 1.7021856 1.4315714 1.6212903	3.0000000 6.0000000 6.0000000 6.0000000 4.0000000 2.0000000 2.0000000 4.0000000 3.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R39QUES R39QUES R40QUES R41QUES R44QUES R44QUES R44QUES R45QUES	Label IMPOMR IND & WORK GRP/REQ BUILDING TRUST/REQ BUILDING TRUST/REQ BUILDING TRUST/REQ BUILDING TEMMORK/REQ UNDERSTED BOILE OO & NO/REQ UNDERSTED BOILE OO & NO/REQ BUILDING TEMMORKERS	52 52 52 52 51 52 52 52 52 52 52 52 52	8.7884615 9.2500000 9.2500000 9.2500000 9.2352941 9.3269231 9.1346154 8.6538462 8.9038462 8.653846	1.4731125 1.0641207 1.1525760 1.1861125 1.2423886 1.0236642 1.4954683 1.7021856 1.4315714 1.6212903 1.3653766	3.0000000 6.0000000 6.0000000 4.0000000 6.0000000 2.0000000 2.0000000 4.0000000 3.0000000 5.0000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
Variable R35QUES R37QUES R38QUES R40QUES R41QUES R42QUES R43QUES R43QUES R45QUES	Label IMPOUR IND & WORK GRP/REQ BUILDING TRUST/REQ BUILDING TRUST/REQ MANAGEING COMPLICT/REQ BUILDING TRUST/REQ BUILDING TRUST	52 52 52 52 52 51 52 52 52 52 52 52 52	8.7884615 9.2500000 9.2500000 9.2500000 9.2352941 9.3269231 9.1346154 8.6538462 8.9038462 8.8653846	1.4731125 1.0641207 1.1525760 1.1861125 1.2423886 1.0236642 1.4954683 1.7021856 1.4315714 1.6212903	3.0000000 6.0000000 6.0000000 6.0000000 4.0000000 2.0000000 2.0000000 4.0000000 3.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R39QUES R49QUES R40QUES R41QUES R41QUES R42QUES R44QUES R44QUES R44QUES R46QUES R50QUES	Label HEYONG IND & WORK ORF/RED BUILDING TREASY/RED BUILDING TREASY/RED MANAGING CHANNEF/RED MANAGING CHANNEF/RED MOTIVATING POSTE/RED BUYLF POS GRANN CLIMAT/RED BUYLF POSTE/RED BUYLF POSTE/RED BUYLF AREA BUYLF CORB MEDISHMEN RED BUYLF RES	52 52 52 52 51 52 52 52 52 52 52 52 52 52	8.7884615 9.2500000 9.2500000 9.2500000 9.2500000 9.2352941 9.3269231 9.1346154 8.6538462 8.96338462 8.6653846 8.6923077 7.1176471	1.4731125 1.0641207 1.1525760 1.1861125 1.2423886 1.0236642 1.4954683 1.7021856 1.4515714 1.6212903 1.3653766	3.0000000 6.0000000 6.0000000 6.0000000 4.0000000 2.0000000 2.0000000 4.0000000 3.0000000 5.0000000	10.000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R3500ES R3700ES R3700ES R3900ES R4900ES R4400ES R44100ES R44100ES R4400ES R4500ES R4500ES R4500ES R4500ES	INDIA IND & WORK ORP/RED SHILLING THOUSY AND SHILLING THOUSY AND SHILLING THOUSY AND SHILLING THOUSY AND MANAGINE COMPLICT/RED SHILLING THOUSY AND MANAGINE COMPLICT/RED MOTIVATION PROPERTY AND SHILLING THOUSY AND SHILLING THOUSY AND SHILLING THOUSY AND MONTH SHILLING THOUSY MONTH SHILLING THOUSY SHILLING THOUSY MANGEMENT COLUMN TO THE SHILLING THOUSY MANGEMENT COLUMN TO THE SHILLING THOUSY SHILLING	52 52 52 52 51 52 52 52 52 52 52 52 52 52	8.7884615 9.2500000 9.2500000 9.2500000 9.2500000 9.2352941 9.3269231 9.1346154 8.6538462 8.96338462 8.6653846 8.6923077 7.1176471	1.4731125 1.0641207 1.1525760 1.1861125 1.2423886 1.0236642 1.4954683 1.7021856 1.4515714 1.6212903 1.3653766	3.0000000 6.0000000 6.0000000 6.0000000 4.0000000 2.0000000 2.0000000 4.0000000 3.0000000 5.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R3500ES R3700ES R3700ES R3900ES R4900ES R4400ES R44100ES R44400ES R4500ES R4500ES R4500ES R4500ES R5500ES R5500ES	Label INCOME IND & WORK ORP/REQ MANAGING CHARMER/REQ MONAGING CHARMER/REQ MONITOR CHARMER	52 52 52 52 52 51 52 52 52 52 52 52 52 52 52 52 52	8.7884615 9.2500000 9.2500000 9.2500000 9.2352941 9.3269231 9.1346154 8.6538462 8.6538462 8.6538462 7.1176471 7.5338462 Mean	1.4731125 1.0641207 1.1525760 1.1861125 1.242386 1.0236648 1.495468 1.495468 1.4315714 1.6212903 2.5039938 2.5039938	3.000000 6.000000 6.000000 6.000000 6.000000 2.000000 2.000000 3.000000 5.000000 5.000000 Minimum	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R37QUES R38QUES R38QUES R40QUES R40QUES R40QUES R40QUES R44QUES R45QUES R50QUES	INDUSTRICT WORK ORP/REG STILLING TROOT/REG STILLING TROOT/REG STILLING TROOT/REG MANAGING COMPLICT/REG MANAGING COMPLICT/REG MANAGING COMPLICT/REG MANAGING COMPLICT/REG MANAGING COMPLICT/REG MOTIVATION PROPER/REG MOTIVATION PROPER/REG MOTIVATION FROM MANAGEMENT COURT MANAGEMENT COURT MANAGEMENT COURT MANAGEMENT COURT MOTIVATION MOTIVATION FROM MOTI	52 52 52 52 52 52 52 52 52 52 52 52 52 5	8.7884615 9.2500000 9.2500000 9.2500000 9.2352941 9.3369231 8.6538462 8.653846 8.8623077 7.1176471 7.5538462 Mean 8.8766234	1.4731125 1.0641207 1.1525760 1.1861125 1.2423886 1.4954683 1.4954683 1.4954683 1.495194 2.9505732 2.5039938 Std Dev	3.0000000 6.000000 6.0000000 6.0000000 6.0000000 6.0000000 2.0000000 2.0000000 2.0000000 3.0000000 0.00000000 0.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R3500ES R3770UES R3770UES R380UES R380UES R400UES R410UES R410UES R410UES R450UES R450UES R500UES R500UES R50UES	LAND ING & WORK GRY/REG MANAGING CHANNER/REG MOTIVATION REGOLER/REG MOTIVATION REGOLER/REG MANAGE LANDR REALTOMOR/REG MANAGE LANDR REALTOMOR/REG MANAGE LANDR REALTOMOR/REG MANAGE LANDR REALTOMOR/REG LANDR ING & WORK GRY/REG MANAGE LANDR LAN	52 52 52 52 52 52 52 52 52 52 52 52 52 5	8.7884615 9.2500000 9.2500000 9.2500000 9.2500000 9.2352941 9.1346154 8.65336462 8.9632077 7.1176471 7.6538462 Mean	1.4731125 1.0641207 1.1525760 1.1861125 1.242386 1.0236642 1.495463 1.7021856 1.4315714 1.6212903 2.5033938 2.5033938 2.5033938	3.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable #35QUES #37QUES #37QUES #39QUES #39QUES #4QQUES #4QUES #4QQUES #4QQUES #4QQUES #5QUES #5QU	Labol INC & WORK ORP/REQ DEFOUND THE ORD OR	52 52 52 52 52 52 52 52 52 52 52 52 52 5	8.7884615 9.2500000 9.2500000 9.2500000 9.2352941 9.3269231 9.3369231 8.6533846 8.6933846 8.6933846 8.6933846 8.75338462 Mean 8.8756234 9.3181818 9.2402597 9.1818181	1.4731125 1.0641207 1.1525760 1.1861125 1.2423886 1.0736642 1.455468 1.7521856 2.5055732 2.5039938 Std Dev 1.5138918 0.9881953 0.9870885 1.0982792	3.0000000 6.000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 2.0000000 3.0000000 3.0000000 Minimum 2.00000000 5.0000000 6.000000000000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable #350UEE #370UEE #370UEE #360UEE #360UEE #360UEE #40UEE #40UEE #40UEE #40UEE #40UEE #450UEE #45UEE #50UEE	INDUSTRICT WORK ORP/REG STILLING TROOT/REG STILLING TROOT/REG STILLING TROOT/REG MANAGING COMPLICT/REG STILLING TROOT/REG MANAGING COMPLICT/REG MANAGING COMPLICT/REG MANAGING COMPLICT/REG MOTIVATION PROFILE/REG MOTIVATION PROFILE/REG MOTIVATION FROM THE MANAGING REG MOTIVATION FROM THE MANAGING REG MOTIVATION FROM THE MANAGING REG MONITOR THE MANAGING REG MANAGING COMPLICE TO THE MANAGING REG MANAGING COMPLICE/REG MANAGING CHAMBER/REG MANAGING CH	52 52 52 52 52 51 52 52 52 52 52 52 52 52 51 52 52 52 52 52 54 52 54 54 154 154 154	8.7884615 9.2500000 9.2500000 9.2500000 9.23509014 9.2352941 9.2352941 9.2352941 9.2352941 9.2352941 8.6538462 8.653846 8.6523077 7.1176471 7.6538462 Mean Mean 8.8766234 9.3183818 9.3183818 9.3183818	1.4731125 1.0641207 1.1525760 1.1861125 1.424388 1.495483 1.495483 1.495483 1.495483 1.6212903 2.3553766 2.9505732 2.5039938 std Dev	3.0000000 6.000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 7.0000000 7.0000000 8.00000000 8.00000000 6.0000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable #35QUES #37QUES #37QUES #39QUES #39QUES #4QQUES #4QUES #4QQUES #4QQUES #4QQUES #5QUES #5QU	Labol INC & WORK ORP/REQ DEFOUND THE ORD OR	52 52 52 52 52 52 52 52 52 52 52 52 52 5	8.7884615 9.2500000 9.2500000 9.2500000 9.2352941 9.3269231 9.3369231 8.6533846 8.6933846 8.6933846 8.6933846 8.75338462 Mean 8.8756234 9.3181818 9.2402597 9.1818181	1.4731125 1.0641207 1.1525760 1.1861125 1.2423886 1.0736642 1.455468 1.7521856 2.5055732 2.5039938 Std Dev 1.5138918 0.9881953 0.9870885 1.0982792	3.0000000 6.000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 2.0000000 3.0000000 3.0000000 Minimum 2.00000000 5.0000000 6.000000000000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R15QUES R37QUES R37QUES R39QUES R39QUES R41QUES R41QUES R41QUES R41QUES R41QUES R44QUES R45QUES R45QUES R45QUES R51QUES R44QUES R44QUES R44QUES R44QUES	LAND THOUSE TO EVENT OF FARD MANAGEMEN CHANNEL FREE CHANN	52 52 52 52 52 52 52 52 52 52 52 52 52 5	8.7884615 9.2500000 9.2500000 9.2500000 9.25000001 9.13602931 9.1346154 8.69330477 7.6538462 8.86538462 8.86538462 8.8730077 7.6538462 Mean 8.8766234 9.3181818 9.2402597 9.2482559 9.2462559 9.2462559 9.3636364 8.7532468	1.4731125 1.0641207 1.1525766 1.18651125 1.0236642 1.4954683 1.7021856 1.4315714 1.6211290 1.8652762 2.5039938 Std Dev 1.5138918 0.9881953 0.9970885 1.092792 1.0418639 0.8899331 1.3543041	3.0000000 6.0000000 6.0000000 6.0000000 4.0000000 2.0000000 3.0000000 5.0000000 6.0000000 5.0000000 5.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R350UES R370UES R370UES R360UES R360UES R360UES R410UES R410UES R410UES R410UES R410UES R410UES R450UES R460UES	INDOOR IND & WORK ORP/REC MANAGING CHANNER/REC MANAGING CHANNER/REC MANAGING CHANNER/REC MANAGING CHANNER/REC MANAGING CHANNER/REC MANAGING CHANNER/REC MANAGING CHANNER/REC MANAGINE LANGE REATFORM/REC MANAGING CHANNER/REC MANAGING CHANNER/REC MENTIC COMMUNICATION OF THE PROPERTY OF THE MANAGING CHANNER/REC MENTIC COMMUNICATION OF THE PROPERTY OF THE MENTIC COMMUNICATION OF THE PROPERTY OF THE MENTIC COMMUNICATION OF THE PROPERTY OF THE PROPERT	52 52 52 52 51 52 52 52 52 52 52 52 52 52 52 52 52 52	8.7884615 9.2500000 9.2500000 9.2500000 9.2500000 9.2552941 9.2369231 9.1346154 8.65338462 8.65338462 8.6923077 7.1176471 7.5538462 Mean 8.6756234 9.2402597 9.2	1.4731125 1.0641207 1.15237603 1.2423886 1.0236642 1.4954683 1.7021856 1.4915713 1.3653766 2.9505732 2.5039938 Std Dev Std Dev Std Dev Std Dev Std Std Dev Std Std Std Std Std Std Std Std Std Std	3.0000000 6.0000000 6.0000000 4.0000000 4.0000000 2.0000000 3.0000000 5.0000000 5.0000000 5.0000000 6.0000000 6.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R37QUES R39QUES R40QUES R40QUES R44QUES R44QUES R44QUES R50QUES R51QUES R37QUES R37QUES R37QUES R34QUES R44QUES	LAND THOUGH IND & WORK ORP/RED MANAGENG CHANNER/RED MANAGENG CHANNER/RED MANAGENG CONFLICT/RED MANAGENG CONFLICT/RED MANAGENG CONFLICT/RED MANAGENG CONFLICT/RED MOTERATION CHANNER MANAGENG CONFLICT RED MANAGENG CONFLICT RED MANAGENG LAND CHANNER MANAGENG LAND CHANNER MANAGENG LAND CONFLICT RED MANAGENG MANAG	52 52 52 52 52 52 52 52 52 52 52 52 52 5	8.7884615 9.2500000 9.23500000 9.2352941 9.3369233 9.1346154 8.6533846 8.6533846 8.653384 8.653845 8.653845 9.2402597 9.2402597 9.2402597 9.2402597 9.2402597 9.3636364 8.7532466 8.7532466 8.7532466 8.7532466 8.7532466	1. 4731125 1.0641207 1.1661125 1.2423886 1.0236642 1.4954681 1.4954681 1.4954681 1.3653766 2.5505732 2.5039938 2.50398 2	3.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 2.0000000 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable RESQUESE RESQUEST RES	Labol DROUM IND & WORK ORP/REQ MANAGING CHAMBE/REQ MANAGING CHAMBE/REQ MONITOR CHAMBE/REQ	52 52 52 52 52 51 52 52 52 52 52 52 52 52 52 52 52 52 52	8.7884615 9.1500000 9.1500000 9.2500000 9.255901 9.1369221 9.1146154 8.8653845 7.7538462 8.8653845 9.181818 9.1202597 9.181818 9.2402597 9.1883117 9.2402597 9.1863159 9.263556 9.3636564 9.0538416	1.4731125 1.6842707 1.1864127 1.2423886 1.02386643 1.7021856 1.4315714 1.6212903 1.86537662 2.5039938 2.5039938 2.5039938 2.5039938 2.5039938 2.5039938 2.5039938 2.5039938 2.5039938 2.5039938 2.5039938 2.5039938 2.5039938	3.0000000 6.0000000 6.0000000 4.0000000 4.0000000 2.0000000 3.0000000 5.0000000 5.0000000 5.0000000 6.0000000 6.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R35QUES R37QUES R37QUES R39QUES R40QUES R40QUES R44QUES R44QUES R44QUES R50QUES R51QUES R37QUES R37QUES R37QUES R34QUES R44QUES	LAND THOUGH IND & WORK ORP/RED MANAGENG CHANNER/RED MANAGENG CHANNER/RED MANAGENG CONFLICT/RED MANAGENG CONFLICT/RED MANAGENG CONFLICT/RED MANAGENG CONFLICT/RED MOTERATION CHANNER MANAGENG CONFLICT RED MANAGENG CONFLICT RED MANAGENG LAND CHANNER MANAGENG LAND CHANNER MANAGENG LAND CONFLICT RED MANAGENG MANAG	52 52 52 52 52 52 52 52 52 52 52 52 52 5	8.7884615 9.2500000 9.23500000 9.2352941 9.3369233 9.1346154 8.6533846 8.6533846 8.653384 8.653845 8.653845 9.2402597 9.2402597 9.2402597 9.2402597 9.2402597 9.3636364 8.7532466 8.7532466 8.7532466 8.7532466 8.7532466	1. 4731125 1.0641207 1.1661125 1.2423886 1.0236642 1.4954681 1.4954681 1.4954681 1.3653766 2.5505732 2.5039938 2.50398 2	3.0000000 6.0000000 6.0000000 6.0000000 4.0000000 4.0000000 3.0000000 5.0000000 6.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000

DESIGNATO	n					
Variable		N	Mean	Std Dev	Minimum	Maximum
R35QUES	IMPOWR IND & WORK GRP/REQ	97	8.6804124	1.3810201	3.0000000	10.0000000
R37QUES	BUILDING TRUST/REQ	97	9.1237113	1.2437991	4.0000000	10.0000000
R38QUES	MANAGING CHANGE/REQ	97	8.9381443	1.3214136	4.0000000	10.0000000
R39QUES	MANAGING CONFLICT/REQ	97	8.8762887 9.2061856	1.3405357	4.0000000	10.0000000
R40QUES	IMPOWE IND & WORK GRE/MED BUILDING TRUST/MED MANAGING CHANGE/REQ MANAGING CONFLICT/REQ BUILDING TERMHORK/REQ BUILDING TERMHORK/REQ MOTIVATING PEOPLE/REQ MOTIVATING PEOPLE/REQ MOTIVATING PEOPLE/REQ	97	9.2061856	1.1541424	4.0000000	10.0000000
RAIGUES	MORTH PUS ORGAN CLIMAT/REU	07	9.1752577	1.1274077	4.0000000	10.0000000
BASOURS	EMPLY COORD MECHNSM/REQ	97	8.3195876	1.5107007		10.0000000
	DEVLP SUBORDINATES/REO	97	9.0000000			10.0000000
R45OUES	UNDRSTND ROLE CO & XO/REO	97	9.0000000	1.7736497	0	10.0000000
R46QUES	PROM INNOVT & RISK BHVR/REQ	97	8.6082474	1.4329217 2.6596399	4.0000000	10.0000000
	MANAGE LABOR RELATIONS/REQ				0	10.0000000
R51QUES	MANG MULTI-CULT DIVESTY/REQ	97	8.1134021	1.4921760	4.0000000	10.0000000
DESIGNATO	DR = NC					
Variable			Mean			Maximum
R35OUES	IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ	50	9.7800000	0.5454824	8.0000000	10.0000000
R37OURS	BUILDING TRUST/REO	50	9.9200000	0.3404679	8.0000000	10.0000000
R38QUES	MANAGING CHANGE/REQ	50	9.7800000	0.5454824	8.0000000	10,0000000
R39QUES	BUILDING TRUST/REQ MANAGING CHANCE/REQ MULDING TEAMHORE/REQ BUILDING TEAMHORE/REQ BUILDING TEAMHORE/REQ MOTIVATING PEOPLE/REQ EMPLY CORD MECHBU/REQ DEVLP SUBGRDINATES/REQ INDESTRIBULE COLE / KO/REQ	50	9.7400000	0.5646021	8.0000000	10.0000000
R40QUES	BUILDING TEAMNORK/REQ	50	9.8600000	0.4522055	8.0000000	10.0000000
R41QUES	DEVLP POS ORGAN CLIMAT/REQ	50	9.9200000	0.3404679	8.0000000	10.0000000
R42QUES	MOTIVATING PROPER/REQ	50	9.7400000	0.5646021	8.0000000	10.0000000
RAJQUES	EMPLY COOKD MECHNON/REQ	50	9.3600000	1.2249115	3.0000000 5.0000000	10.0000000
DAFOURS	HAMBONAND BOLD CO & VO (BRO	50	9.3400000	2.0607112		10.0000000
PASOURS	DROM THRONG & BYCK BURE/BEC	50	9.6800000	0.9570362	4.0000000	10.0000000
REGOURS	DEVLP SUBORDINATES/REQ UNDESTED ROLE CO & XO/REQ PROM INNOVT & RISK BHVR/REQ MANAGE LABOR RELATIONS/REQ	50	8.1400000	2.3905426	0.0000000	10.0000000
R51QUES	MANG MULTI-CULT DIVESTY/REQ	50	8.8800000	1.6738078	3.0000000	10.0000000
DESIGNATO	or = HCA					
Variable					Minimum	
R350UES	IMPOWR IND & WORK GRP/REQ	93	8.9569892	1.3344432	3.0000000	10.0000000
R37QUES	BUILDING TRUST/REQ	93	9.3010753	1.1012340	5.0000000	10.0000000
R38QUES	MANAGING CHANGE/REQ	93	9.3010753	0.9530836	6.0000000	10.0000000
R39QUES	MANAGING CONFLICT/REQ	93	9.1720430	1.1384931	4.0000000	10.0000000
R40QUES	BUILDING TEAMWORK/REQ	93	9.3548387	0.9165763	6.0000000	10.0000000
R41QUES	DEVLP FOS ORGAN CLIMAT/REQ	93	9.3870968	1.1036723	3.0000000	10.0000000
R42QUES	MOTIVATING PROPER/REQ	93	9.2580645	1.2238857	6.0000000	10.0000000
R43QUES	EMPLY COOKD MECHNSM/REQ	93	0.7849462	1.1214263	4.0000000	10.0000000
R45OURS	UNDESTAD BOLE CO & XO/REO	93	9.2258065	1.4827195	2.0000000	10.0000000
RAGOUES	PROM INNOVI & RISK BHVR/REO	93	8.9139785	1.2127575	4.0000000	10.0000000
R50QUES	MANAGE LABOR RELATIONS/REQ	93	7.2580645	2.3026602	0	10.0000000
R51QUES	IMPOWE IND & WORK GRP/REQ BUILDING TREST/REQ MANAGING CHANGE/REG MANGAING CHANGE/REG MANGAING CHANGE/REG MANGAING CHANGE/REG MANGAING MANG	93	8.0107527	2.0296424	0	10.0000000
DESIGNATO						
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
R35OURS	IMPOWR IND & WORK GRP/REQ			1.0255360	7.0000000	
R370UES	BUILDING TRUST/REO	29	9.2758621	0.9597824	7.0000000	10.0000000
R38QUES	MANAGING CHANGE/REQ	29	9.1379310	0.8752199	7.0000000	10.0000000
R39QUES	BUILDING TRUST/REQ MANAGING CHANGE/REQ MANAGING CONFLICT/REQ BUILDING TEAMNORE/REO	29	9.2068966	0.8185052	8.0000000	10.0000000
R40QUES			9.3448276	1.0098042	7.0000000	10.0000000
R41QUES		29	9.3103448	0.9674506	7.0000000	10.0000000
	DEVLP POS ORGAN CLIMAT/REQ					
R42QUES	MOTIVATING PEOPLE/REO	29	9.2413793	0.9507581	7.0000000	10.0000000
R43QUES	MOTIVATING PEOPLE/REQ EMPLY COORD MECHNSM/REQ	29	8.7586207	1.1848801	6.0000000	10.0000000
R43QUES R44QUES	MOTIVATING PEOPLE/REQ EMPLY COORD MECHNSM/REQ DEVLP SUBORDINATES/REQ	29 29	8.7586207 9.0344828	1.1848801 0.9813532	6.0000000 7.0000000	10.0000000
R43QUES R44QUES R45QUES	MOTIVATING PEOPLE/REQ EMPLY COORD MECHNEM/REQ DEVLP SUBORDINATES/REQ UNDRSTND ROLE CO & XO/REQ	29	8.7586207 9.0344828 9.2758621 8.7241379	1.1848801 0.9813532 1.0985884	6.0000000 7.0000000 6.0000000	10.0000000 10.0000000 10.0000000
R43QUES R44QUES	MOTIVATING PEOPLE/REQ EMPLY COORD MECHNSM/REQ DEVLP SUBORDINATES/REQ UNDERSTAD ROLE CO & XO/REQ PROM INNOVT & RISK BEVR/REQ MANAGE LABOR RELATIONS/REQ	29 29 29 29 29	8.7586207 9.0344828 9.2758621 8.7241379 6.7241379	1.1848801 0.9813532 1.0985884 1.1306304 2.4333480	6.0000000 7.0000000 6.0000000 6.0000000	10.0000000
R43QUES R44QUES R45QUES R46QUES	MOTIVATING PEOPLE/REQ EMPLY COORD MECHNSM/REQ DEVLP SUBORDINATES/REQ UNDRSTND ROLE CO & XO/REQ PROM INNOVT & RISK BHVR/REQ	29 29 29 29	8.7586207 9.0344828 9.2758621 8.7241379	1.1848801 0.9813532 1.0985884 1.1306304	6.0000000 7.0000000 6.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000

DESIGNATO	R = ' '					- 1
Variable	Label	N	Mean	Std Dev	Minimum	Maxim
	DELTA-IMPOWE IND & WORK GRP	52	0.4230769	1.7074939	-4.0000000	4.00000
O37DELTA	DELTA-BUILDING TRUST	52	0.5384615	1.3352174	-3.0000000	4.00000
	DELTA-MANAGING CHANGE	52	0.8269231	1.4782230	-3.0000000	4.00000
039DELTA	DELTA-MANAGING CONFLICT	52	1.0384615	1.6915191	-3.0000000	5.00000
	DELTA-BUILDING TEAMWORK	51	0.7450980	1.4811231	-3.0000000	4.00000
	DELTA-DEVLP POS ORGAN CLIMAT		0.8846154	1.4369609	-4.0000000	4.00000
	DELTA-MOTIVATING PROPLE	52	0.9423077	1.5769599	-4.0000000	4.00000
	DELTA-EMPLY COORD MECHNSM	52	0.7307692	1.6102050	-4.0000000	4.00000
Q44DELTA	DELTA-DEVLP SUBORDINATES	52	0.5769231	1.5383484	-5.0000000	4.00000
	DELTA-UNDRSTND ROLE CO & MO	52 52	0.4615385	1.7982730	-6.0000000	4.00000
	DELTA-PROM INNOVT & RISK BEVR DELTA-MANAGE LABOR RELATIONS		0.5769231	1.6843705	-4.0000000 -4.0000000	9.00000
	DELTA-MANG MULTI-CULT DIVESTY		0.4038462	1.9226168		5.00000
	DELIA-HANG MUSII-CODI DIVESTI					
DESIGNATO	R = MC					- 1
Variable	Label	N	Mean		Minimum	Maxim
O35DELTA	DELTA-IMPOWR IND & WORK GRP	153	0.9346405	1.6127502	-3.0000000	5.00000
Q37DELTA	DELTA-BUILDING TRUST	153	0.7124183	1.1278368	-2.0000000	5.00000
Q38DELTA		153	1.0718954	1.4604639	-2.0000000	7.00000
Q39DELTA		153	1.3921569	1.7138572	-4.0000000	9.00000
		153 153	0.9607843	1.4275593	-3.0000000	6.000000
	DELTA-DEVLP POS ORGAN CLIMAT DELTA-MOTIVATING PROPLE	153	1.1176471	1.3904807	-2.0000000	7.00000 6.00000
043DELTA		153	1.1960784	1.7170156	-4.0000000	7.000000
	DELTA-DEVLP SUBORDINATES	153	0.9477124	1.5466043	-3.0000000	5,000000
	DELTA-UNDRSTND ROLE CO & XO	153	1.3660131	2.5822054	-10.0000000	10.000000
Q46DELTA	DELTA-PROM INNOVT & RISK BHVR	152	0.7500000	1.7838495	-5.0000000	5.000000
Q50DELTA	DELTA-MANAGE LABOR RELATIONS	153	2.5686275	2.9686181	-7.0000000	9.000000
	DELTA-MANG MULTI-CULT DIVRSTY	153	0.8888889	2.1750849	-9.0000000	6.000000
DESIGNATO	R = DC					
DESIGNATO		N	Mean	Std Dev	Minimum	MaximU
Variable			Mean 0.5670103	Std Dev		
Variable Q35DELTA	Label					
Variable Q35DELTA Q37DELTA Q38DELTA	Label DELTA-IMPOWR IND 4 WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE	97 97 97	0.5670103	1.6260075	-5.0000000	6.000000 5.000000 6.000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-MANAGING COMPLICT	97 97 97 97	0.5670103 0.7422680 1.0515464 1.1855670	1.6260075 1.4809791 1.7581426 1.9489842	-5.0000000 -5.0000000 -5.0000000 -5.0000000	6.000000 5.000000 6.000000 6.000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING COMPLICT DELTA-MANAGING COMPLICT DELTA-BUILDING TRAMFORK	97 97 97 97 97	0.5670103 0.7422680 1.0515464 1.1855670 1.0618557	1.6260075 1.4809791 1.7581426 1.9489842 1.8864342	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000	6.00000 5.00000 6.00000 6.00000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA	Label DELTA-IMPOWR IND 4 WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CORPLICT DELTA-MANAGING CORPLICT DELTA-BUILDING TEAMMORK DELTA-BUILDING TEAMMORK DELTA-DELDING TEAMMORK	97 97 97 97 97 97	0.5670103 0.7422680 1.0515464 1.1855670 1.0618557 0.9175258	1.6260075 1.4809791 1.7581426 1.9489842 1.8864342 1.6562389	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000	6.00000 5.00000 6.00000 6.00000 6.00000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA	Label DELTA-IMPOWE IND 4 WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CENNOR DELTA-MANAGING CONFLICT DELTA-BUILDING TEAMORK DELTA-DEVLE FOS ORGAN CLIMAT DELTA-DEVILOTIVATING PEOPLE	97 97 97 97 97 97	0.5670103 0.7422680 1.0515464 1.1855670 1.0618557 0.9175258 1.1649485	1.6260075 1.4809791 1.7581426 1.9489842 1.8864342 1.6562389 1.7893226	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000	6.00000 5.00000 6.00000 6.00000 6.00000 6.00000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA	Label DELTA-IMPOWE IND & WORK GRP BELTA-BULDING TRUST BELTA-MANAGING CONFLICT BELTA-MANAGING CONFLICT BELTA-MANAGING CONFLICT BELTA-BULDING TRUST BELTA-BULDING PRO GREAN CLIMAT BELTA-MOTIVATING PROFILE BELTA-MOTIVATING PROFILE BELTA-MOTIVATING PROFILE BELTA-MOTIVATING PROFILE BELTA-MOTIVATING PROFILE BELTA-BULD CORD MECHINSM	97 97 97 97 97 97 97	0.5670103 0.7422680 1.0515464 1.1855670 1.0618557 0.9175258 1.1649485	1.6260075 1.4809791 1.7581426 1.9489842 1.8864342 1.6562289 1.7893226	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -4.0000000	6.00000 5.00000 6.00000 6.00000 6.00000 6.00000 7.00000
Variable 035DELTA 037DELTA 038DELTA 039DELTA 040DELTA 041DELTA 041DELTA 043DELTA 043DELTA 044DELTA	Label DELTA-IMPOWE IND a WORK GRP DELTA-MANAGINE CIRANGE DELTA-MANAGINE CONFLICT DELTA-MANAGINE CONFLICT DELTA-BUILDING TEAMHOOK DELTA-BUILDING TEAMHOOK DELTA-DELTA POSI GORAN CLIMAT BELTA-DELTA POSI ORGAN CLIMAT DELTA-DELTA DELTA POSICAL DELTA-DELTA DELTA POSICAL DELTA-DELTA DELTA POSICAL DELTA-DELTA DELTA POSICAL DELTA-DELTA DELTA DELTA POSICAL DELTA DEL	97 97 97 97 97 97 97 97	0.5670103 0.7422680 1.0515464 1.1855670 1.0618557 0.9175258 1.1649485 1.1855670 0.8247423	1.6260075 1.4809791 1.7581426 1.9489842 1.8864342 1.6562389 1.7893226 1.9328837	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -4.0000000	6.00000 5.00000 6.00000 6.00000 6.00000 6.00000 7.00000 6.00000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q44DELTA Q44DELTA Q45DELTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANACHING CHRANGE DELTA-MANACHING COMPLICT DELTA-MANACHING COMPLICT DELTA-BUILDING TEAMERIK DELTA-BUILDING TEAMERIK DELTA-BUILDING TEAMERIK DELTA-BUILDING TEAMERIK DELTA-BUILDING COMPANICHMAT DELTA-DEVLIP COMPANICHMATES DELTA-DEVLIP COMPANICHMATES DELTA-DEVLIP SUBGRINGME DELTA-LORDENTRATES	97 97 97 97 97 97 97 97 97	0.5670103 0.7422680 1.0515464 1.1855670 1.0618557 0.9175258 1.1649485 1.1855670 0.8247423 0.7525773	1.6260075 1.4809791 1.7581426 1.9489842 1.8864342 1.6562389 1.7893226 1.9328837 1.5812067 2.2127986	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -4.0000000 -3.0000000 -10.0000000	6.00000 5.00000 6.00000 6.00000 6.00000 6.00000 7.00000 6.00000 8.00000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q44DELTA Q45DELTA Q45DELTA Q45DELTA	Label DELTA-DEPONE IND 4 WORK GRP DELTA-STILDING TRUST DELTA-STILDING TRUST DELTA-STILDING CONFULCT DELTA-SULDING CONFULCT DELTA-SULDING CONFULCT DELTA-SULDING TEAMORK DELTA-DEVIC COME MECHANIC DELTA-DEVIC COME MECHANIC DELTA-DEVIC COME MECHANIC DELTA-DEVIC COME MECHANIC DELTA-DEVIC NORM MECHANIC DELTA-DEVIC NORM MECHANIC DELTA-DEVIC NORM MECHANIC DELTA-DEVIC NORM MECHANIC DELTA-PROPER HONOY & RISK HOWN	97 97 97 97 97 97 97 97 97 97	0.5670103 0.7422680 1.0515464 1.1855670 1.0618557 0.9175258 1.1649485 1.1855670 0.8247423 0.7525773 0.8556701	1.6260075 1.4809791 1.7581426 1.9489842 1.8864342 1.6562389 1.7893226 1.9328837 1.5812067 2.2127986 1.8874017	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -4.0000000 -3.0000000 -4.0000000 -4.0000000	6.00000 5.00000 6.00000 6.00000 6.00000 6.00000 7.00000 8.00000 8.00000
Variable Q35DELTA Q37DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q42DELTA Q44DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANACHING CHRANGE DELTA-MANACHING COMPLICT DELTA-MANACHING COMPLICT DELTA-BUILDING TEAMERIK DELTA-BUILDING TEAMERIK DELTA-BUILDING TEAMERIK DELTA-BUILDING TEAMERIK DELTA-BUILDING COMPANICHMAT DELTA-DEVLIP COMPANICHMATES DELTA-DEVLIP COMPANICHMATES DELTA-DEVLIP SUBGRINGME DELTA-LORDENTRATES	97 97 97 97 97 97 97 97 97 97	0.5670103 0.7422680 1.0515464 1.1855670 1.0618557 0.9175258 1.1649485 1.1855670 0.8247423 0.7525773	1.6260075 1.4809791 1.7581426 1.9489842 1.8864342 1.6562389 1.7893226 1.9328837 1.5812067 2.2127986	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -4.0000000 -3.0000000 -10.0000000	6.00000 5.00000 6.00000 6.00000 6.00000 6.00000 7.00000 6.00000 8.00000
Variable Q35DELTA Q37DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q42DELTA Q44DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA	LABOL DELTA-DEPONE IND & WORK GRP DELTA-DEPONE TRUST DELTA-DEPONE TRUST DELTA-DEPONE TRUST DELTA-HANAGING CORPILIT DELTA-HANAGING CORPILIT DELTA-HANAGING TEMPONE TEMPONE DELTA-DEPONE TEMPONE TEMPONE DELTA-DEPONE TEMPONE DELTA-DEPONE TRUST DELTA-DEPONE TRUST DELTA-DEPONE TRUST DELTA-DEPONE TRUST DELTA-HANG MULTI-CULT DIVERTY	97 97 97 97 97 97 97 97 97 97	0.5670103 0.7422680 1.0515464 1.1855670 1.0618557 0.9175258 1.1649485 1.1855670 0.8247423 0.7525773 0.8556701 2.4791667	1.6260075 1.4809791 1.7581426 1.9489842 1.8864342 1.6562389 1.7893226 1.9328837 1.5812067 2.2127986 1.8874017 2.699433	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -4.0000000 -10.0000000 -4.0000000 -5.0000000	6.00000 5.00000 6.00000 6.00000 6.00000 6.00000 7.00000 8.00000 7.00000 7.00000
Variable Q35DELTA Q37DELTA Q37DELTA Q38DELTA Q40DELTA Q41DELTA Q42DELTA Q44DELTA Q44DELTA Q45DELTA Q45DELTA Q50DELTA Q50DELTA	Label DELTA-NEONE IND & WORK ORP BELTA-PULLDING TROOT BELTA-PULLDING TROOT BELTA-PULLDING TROOT BELTA-PULLDING TROOT BELTA-PULLDING TROOT BELTA-PULLDING TRAMPORE BELTA-PULL FOO ORGAN CLIMAT BELTA-PULL FOO ORGAN BELTA-PULL FOO ORGAN BELTA-PULL FOO MICHIGAN BEL	97 97 97 97 97 97 97 97 97 97 97 97 97	0.5670103 0.7422880 1.0515464 1.1855670 1.0618557 0.9175258 1.1855670 0.8247423 0.752573 0.855670 0.7422680	1.6260075 1.4809791 1.7581426 1.948942 1.8864342 1.6562389 1.7993226 1.9328837 1.5812067 2.2127986 1.8874017 2.6949433 1.7986010	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -4.0000000 -4.0000000 -4.0000000 -6.0000000 -6.0000000	6.00000 5.00000 6.00000 6.00000 6.00000 6.00000 6.00000 7.00000 6.00000 7.00000 7.00000 6.00000 7.00000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q44DELTA Q45DELTA Q45DELTA Q55DELTA Q50DELTA Q51DELTA Q51DELTA	Label DELTA-NEONE IND & WORK ORP BELTA-PULLDING TROOT BELTA-PULLDING TROOT BELTA-PULLDING TROOT BELTA-PULLDING TROOT BELTA-PULLDING TROOT BELTA-PULLDING TRAMPORE BELTA-PULL FOO ORGAN CLIMAT BELTA-PULL FOO ORGAN BELTA-PULL FOO ORGAN BELTA-PULL FOO MICHIGAN BEL	97 97 97 97 97 97 97 97 97 97 97 97 97	0.5670103 0.7422680 1.0515464 1.1855670 1.0618557 0.9175258 1.1659670 0.8247423 0.752573 0.855670 0.7422680 Mean	1.6260075 1.4809791 1.7581426 1.948942 1.8864342 1.6562389 1.7993226 1.9328837 1.5812067 2.2127986 1.8874017 2.6949433 1.7986010	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -4.0000000 -10.0000000 -4.0000000 -4.0000000 -6.00000000	6.00000 5.00000 6.00000 6.00000 6.00000 6.00000 6.00000 7.00000 6.00000 7.00000 7.00000 6.00000 7.00000
Variable 035DELTA 037DELTA 037DELTA 039DELTA 039DELTA 041DELTA 041DELTA 041DELTA 041DELTA 041DELTA 041DELTA 041DELTA 050DELTA 050DELTA 051DELTA 051DELTA 051DELTA 071DELTA	Label DELTA-DHOWN IND & WORK GRP DELTA-DHOWN IND & WORK GRP DELTA-DHOWN IND & WORK GRP DELTA-WORK GRP DEL	97 97 97 97 97 97 97 97 97 97 97 97 97 9	0.5670103 0.7422680 1.0515464 1.1855670 1.051557 0.9175258 1.1649488 1.16547423 0.752573 0.8556701 0.7422680 Mean	1.6260075 1.4809791 1.7581426 1.9489432 1.8864342 1.5562389 1.7893226 1.9328837 1.5812067 2.2127986 1.8874017 2.6949433 1.7986010	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000	6.000006 5.000006 6.000006 6.000006 6.000000 7.000000 7.000000 7.000000 6.000000 7.000000 7.000000 6.000000 7.000000 7.000000 6.000000
Variable 035DRLTA 037DRLTA 037DRLTA 036DRLTA 036DRLTA 040DRLTA 040DRLTA 041DRLTA 041DRLTA 045DRLTA 050DRLTA 051DRLTA 051DRLTA 057DRLTA 037DRLTA 037DRLTA 037DRLTA 037DRLTA	LANGE THOUSE THE A WORK ORP DELTA-ANNORS THE A WORK ORP DELTA-ANNALISH CHANGE BELTA-ANNALISH CHANGE BELTA-ANNALISH CHANGE BELTA-ANNALISH COSPALICY BELTA-ANNALISH COSPALICY BELTA-BUTTA-THE FRONTA BELTA-BUT	97 97 97 97 97 97 97 97 97 97 97 97 97 9	0.5670103 0.7422680 1.0515464 1.1855670 1.0518557 0.9175258 1.1649485 1.1855670 0.8247423 0.7525773 0.8556701 2.4791667 0.7422680 Mean	1.6260075 1.4809791 1.7581426 1.9869432 1.8864349 1.7893226 1.9928837 1.5812067 2.2127986 1.8874017 2.6949433 1.7986010	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -4.0000000 -4.0000000 -4.0000000 -6.0000000 -6.0000000 -6.0000000	6.000000 5.000000 6.000000 6.000000 6.000000 7.000000 7.000000 7.000000 10.000000 Maximu 7.000000 4.000000 5.000000
Variable 035DELTA 037DELTA 037DELTA 038DELTA 038DELTA 039DELTA 04DELTA 05DELTA 05DELTA 05DELTA 05DELTA 05DELTA 05DELTA 05DELTA 035DELTA 035DELTA 035DELTA 035DELTA 035DELTA 035DELTA 035DELTA 035DELTA	DADATA - DATORS IND & WORK GRP DELTA-ADMONS IND & WORK GRP DELTA-ADMONSHIP CHANGE DELTA-ADMONSHIP CHANGE DELTA-ADMONSHIP CHANGE DELTA-ADMONSHIP CHANGE DELTA-DELTA	97 97 97 97 97 97 97 97 97 97 97 97 97 9	0.5670103 0.7422680 1.0515464 1.1855670 0.9175258 1.1649485 1.1855670 0.7525773 0.855670 1.24791667 0.7422680 Hean	1.6260075 1.4809791 1.7551426 1.945942 1.8864342 1.6562389 1.7593226 1.953826 1.8974017 2.62127886 1.8874017 2.6949433 1.7986010 Std Dev 1.4291427 1.2427441 1.5554319 1.7554411 1.7554411	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -1.0000000 -1.0000000 -1.0000000 -6.0000000 -6.0000000	6.000000 5.000000 6.000000 6.000000 6.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 6.000000 Maximu
Variable 035DELTA 037DELTA 036DELTA 036DELTA 036DELTA 040DELTA 040DELTA 040DELTA 040DELTA 040DELTA 050DELTA	Label DELTA-PHONE IND & WORK GRP DELTA-PHONE IND & WORK GRP DELTA-PHONE IND & WORK GRP DELTA-WORK GRP DEL	97 97 97 97 97 97 97 97 97 97 97 97 97 9	0.5670103 0.7422680 1.0515464 1.1855670 0.1651855 0.1649485 1.1855670 0.8247423 0.752573 0.8556701 0.7422680 0.7422680 0.7422680	1.6260075 1.4809791 1.7581426 1.9868434 1.8864343 1.7583226 1.932887 1.5812067 2.2127986 1.8874017 2.6949433 1.7986010 Std Dev	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000000	6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 7.000000 8.000000 7.000000 7.000000 8.000000 7.00000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.0000000 7.0000
Variable 035DELTA 037DELTA 037DELTA 035DELTA 035DELTA 035DELTA 045DELTA 045DELTA 045DELTA 045DELTA 045DELTA 045DELTA 051DELTA 051DELTA 051DELTA 051DELTA 051DELTA 051DELTA 051DELTA 051DELTA 035DELTA	LANGE DELICA-PHONE IND & WORK GEP BELLEA-PHONE IND & WORK GEP BELLEA-PHONE IND GENERAL PROPERTY OF THE PROPERT	97 97 97 97 97 97 97 97 97 97 97 97 97 9	0.5670103 0.7422680 1.0515464 1.1855670 0.9175258 1.1655670 0.8147423 0.752570 0.8247423 0.752570 0.752570 0.752570 0.752570 0.752570 0.752570 0.7422680	1.6260075 1.4809791 1.7581426 1.9489841 1.9489842 1.6552389 1.7593226 1.932887 1.5812267 2.2127986 1.7986010 2.2127986 1.7986010 2.427986 1.4291427 1.2447441 1.535439 1.535439 1.3402731 1.3523977	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -1.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000	6.000000 5.000000 6.000000 6.000000 6.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000
Variable Q35DELTA Q37DELTA Q37DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q40ELTA Q40ELTA Q40ELTA Q40ELTA Q50ELTA Q50ELTA Q50ELTA Q50ELTA Q50ELTA Q35DELTA Q40ELTA Q40ELTA Q40ELTA Q40ELTA	DANIE DE WORK GEP BELTA-INFORM IND & WORK GEP BELTA-ANAGENE COMPACTO BELTA-ANAGENE COMPACTO BELTA-ANAGENE COMPACTO BELTA-ANAGENE COMPACTO BELTA-ANAGENE COMPACTO BELTA-BELTA-COMPACTO BELTA-ANAGENE COMPACTO BELTA-AN	97 97 97 97 97 97 97 97 97 97 97 97 97 9	0.5670103 0.7422680 1.0515464 1.0515460 1.0515460 1.061857 0.9475558 1.1855670 0.752577 0.855670 2.4791667 0.7422660 0.7422600 1.2600000 1.3600000 1.5000000 1.5000000 1.5000000 1.5000000	1.6260075 1.4809791 1.7581426 1.7581426 1.8864342 1.6562389 1.7893283 1.9328837 1.2127986 1.8874017 2.6349433 1.7986010 Std Dev 1.4291427 1.2447441 1.5354319 1.4742691 1.474269	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.00000000 -6.000000000 -6.0000000000	6.000000 5.000000 6.000000 6.000000 6.000000 6.000000 6.000000 7.000000 6.000000 7.000000
Variable 035DELTA 037DELTA 037DELTA 035DELTA 035DELTA 035DELTA 045DELTA 045DELTA 045DELTA 045DELTA 045DELTA 045DELTA 035DELTA 045DELTA	TABLE THE STATE OF	97 97 97 97 97 97 97 97 97 97 97 97 97 9	0.5670103 0.7422680 1.0515464 1.1855670 0.9175258 1.1655670 0.8147423 0.752573 0.8556707 0.7422680 Mean 1.2800000 1.3600000 1.3600000 1.3600000 1.3000000 1.3000000 1.3000000	1.6260075 1.4803791 1.4803791 1.9489422 1.8864342 1.6562389 1.78931236 1.5812067 2.2127986 1.5812067 2.2127986 1.5812067 2.2127986 1.5812067 1.788610 1.788610 1.788610 1.788610 1.4291427 1.5554319 1.4742691 1.340271 1.3523947 1.7399946	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.00000000 -6.0000000000	6.000000 5.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 7.000000 6.000000 Maximu 7.000000 4.000000 5.000000 6.000000 6.000000 6.000000
Variable Q35DELTA Q37DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q45DELTA Q45DELTA Q45DELTA Q51DELTA Q41DELTA Q41DELTA Q41DELTA Q41DELTA	LANGE SELECTION THE WORK ORP SELECTION THROUGH THE WORK ORP SELECTION THROUGH THE SELECTION THROUGH THE SELECTION THROUGH THRO	97 97 97 97 97 97 97 97 97 97 97 97 97 9	0.5670103 0.7422680 1.0515466 1.10515466 1.1051857 0.9475258 1.1655670 0.8247423 0.855671 0.474266 0.7422680 Mean 1.2800000 1.3600000 1.3600000 1.3600000 1.2600000 1.2600000 1.2600000	1.6260075 1.4809791 1.7581426 1.7581426 1.8864342 1.6562389 1.758120676 1.9328837 1.581220676 1.8874017 2.6949433 1.7986010 1.7986010 1.7986011 1.5243447 1.5243447 1.5254319 1.4742691 1.35233977 1.439246 1.3512879	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.00000000 -6.00000000 -6.0000000000	6.000000 5.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 7.000000 6.000000 7.000000 6.000000 9.000000 9.000000 9.000000 9.000000 9.000000 9.000000 9.000000 9.000000 9.000000
Variable Q35DELTA Q37DELTA Q37DELTA Q37DELTA Q40ELTA Q40ELTA Q40ELTA Q40ELTA Q40ELTA Q40ELTA Q510ELTA Q510ELTA Q37DELTA Q40ELTA Q44DELTA	LAND DELTA-DHOWN IND & WORK GRP DELTA-DHOWN IND & WORK GRP DELTA-DHOWN IND & WORK GRP DELTA-DHOWN DOWN IND COMMITTED TO THE COMMITTED THE COMM	97 97 97 97 97 97 97 97 97 97 97 97 97 9	0.5670103 0.7422680 1.0515464 1.0515464 1.0515464 1.051857 0.9175258 1.1649485 1.16595423 0.752573 0.8556701 2.4791667 0.7422680 0.7422680 0.7422680 0.7422680 0.7422680 0.7422680 0.7422680 0.7422680 0.7422680 0.7422680	1.6260075 1.4805791 1.7881422 1.7881422 1.8864142 1.6562389 1.7893286 1.9932867 2.2127986 1.8874017 2.6949433 1.7986010 Std Dev 1.4291427 1.2447441 1.53543193 1.3402731 1.3523977 1.2494897 1.7099946 2.4681646	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.00000000 -6.0000000000	6.000000 5.000000 6.000000 6.000000 6.000000 7.000000
Variable 035DELTA 035DELTA 035DELTA 035DELTA 035DELTA 035DELTA 045DELTA 045DELTA 045DELTA 045DELTA 055DELTA 055DELTA 035DELTA 035	LANGE SELECTION THE WORK OFF SELECTION THEORY SELECTION THE SELECTION THEORY SELECTION THROUGH SELECTION TO A NOT SELECTION TO SELECTION THROUGH THROUGH SELECTION THROUGH SELECTION THROUGH	97 97 97 97 97 97 97 97 97 97 97 97 97 9	0.5670103 0.7422680 1.1855670 1.0618557 0.9175281 1.1855670 1.9275281 1.1855670 0.7525773 0.7422680 1.2800000 1.2600000	1.6240075 1.4609795 1.4609795 1.9409842 1.8864342 1.8864342 1.9328837 1.5812067 2.21279887 2.6949433 1.7986010 SEA Dev 1.4291427 1.24474439 1.3523977 1.3402731 1.3523977 1.7499946 1.518879 2.4681646 1.518879	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000	6.000000 5.000000 6.000000
Variable 035DELTA 035DELTA 035DELTA 035DELTA 035DELTA 035DELTA 045DELTA 045DELTA 045DELTA 045DELTA 055DELTA 055DELTA 035DELTA 035	DADA - DISCONDING THE A WORK CORP. DELTA-ADMOND THE A WORK CORP. DELTA-ADMOND CHANGE DELTA-ADMOND CHANGE DELTA-ADMOND CHANGE DELTA-ADMOND COMPALIES. DELTA-ADMOND CONTACT DELTA-D	97 97 97 97 97 97 97 97 97 97 97 97 97 9	0.5670103 0.7422680 1.1855670 1.0618557 1.1649485 1.1649	1.6260075 1.4803793 1.4803793 1.980942 1.8864342 1.8864342 1.8864342 1.5812067 2.2127986 1.8874017 2.2127986 1.7986010 Std Dev 1.4247441 1.5354319 1.4742691 1.3402711 1.3402711 1.3402711 1.340281	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.00000000 -6.00000000	6.000000 5.000000 6.000000

DESIGNATO	R = HCA					
Variable		N	Mean			
Q35DELTA	DELTA-IMPOWR IND 4 WORK GRP	93	0.4301075	1.4417958	-4.0000000	5.0000000
Q37DELTA	DELTA-BUILDING TRUST	93	0.3033763	1.3428250	-3.0000000	5.0000000
OZGDELIA	DELIA-MANAGING CONVELTOR	93	0.9354839	1.6405623	-4.0000000	
O40DMLTA	DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-MANAGING CONFLICT DELTA-BUILDING TEAMMORK DELTA-DEVLP POS ORGAN CLIMAT	93	0.6344086	1.3252149	-3.0000000	
O41DELTA	DELTA-DEVLP POS ORGAN CLIMAT	93	0.6989247	1.3814371	-4.0000000	
					-4.0000000	
Q43DELTA	DELTA-EMPLY COORD MECHNSM DELTA-DEVLP SUBORDINATES DELTA-UNDRSTND ROLE CO & XO DELTA-PROM INNOVT & RISK BHVR	93	0.7096774	1.4933231		
O44DELTA	DELTA-DEVLP SUBORDINATES	93	0.6236559	1.4439829	-4.0000000	5.0000000
Q45DELTA	DELTA-UNDRSTND ROLE CO & XO	93	0.3655914	1.6667134	-8.0000000	4.0000000
Q46DELTA	DELTA-PROM INNOVT & RISK BHVR	93	0.4516129	1.4559931	-5.0000000	4.0000000
Q50DELTA	DELTA-MANAGE LABOR RELATIONS DELTA-MANG MULTI-CULT DIVRSTY	93	0.7096774	2.4653276	-7.0000000	6.0000000
		93	0.1827957	2.0480438		
DESIGNATO						
Variable			Mean			
O35DRLTA	DELTA-IMPOWR IND 4 WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CARNUE DELTA-MANAGING CONSLICT DELTA-BUILDING TRANSCOKK DELTA-DEVLP POS OBGAN CLIMAT DELTA-DEVLP POS OBGAN CLIMAT	29	0.7586207	1.2146479	-2.0000000	
O37DELTA	DELTA-BUILDING TRUST	28	0.7857143	1.6183472	-3.0000000	4.0000000
O38DELTA	DELTA-MANAGING CHANGE	29	0.8620690	1.5288683	-2.0000000	5.0000000
Q39DELTA	DELTA-MANAGING CONFLICT	29	1.2068966	1.5207919	-2.0000000	5.0000000
Q40DELTA	DELTA-BUILDING TRAMWORK	28	0.7857143	1.2868895	-2.0000000	4.0000000
Q41DELTA	DELTA-DEVLP POS ORGAN CLIMAT	29	1.0689655	1.3074248	-1.0000000	4.0000000
					-2.0000000	4.0000000
Q43DELTA	DELTA-EMPLY COORD MECHNSM	29	0.6896552	1.6712580		
Q44DELTA	DELTA-EMPLY COORD MECHNSM DELTA-DEVLP SUBORDINATES DELTA-UNDRSTND ROLE CO 4 XO	29	0.5862069	1.4272161		
Q45DELTA	DELTA-UNDRETND NOLE CO & XO	29	0.8965517	1.7797437		
OF ODBLIN	DELTA-PROM INNOVT 4 RISK BHVR	29	1 60065527	3.0484592	-2.0000000 -5.0000000	5.0000000
OFIDELIA	DELTA-MANAGE LABOR RELATIONS DELTA-MANG MULTI-CULT DIVRSTY	29	0.5172414	1.9387162	-5.0000000	6.0000000
Cathenna	DEDIK-MANG MODIT-CODE DIVIDES		0.02/2424	1.5507101	-3.0000000	
GRADE = '	*					
Variable	Label		Mean			
Variable	Label					
Variable	Label					
Variable	Label					
Variable	Label					
Variable	Label					
Variable C35QUES C37QUES C38QUES C39QUES C40QUES	Label IMPONE IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR MANAGING CONSLICT/CUR BUILDING TRANSORK/CUR DUILDING TRANSORK/CUR DUILD GOGAN CLINT/CUB	3 3 3 3 2 3	8.6666667 9.3333333 8.3333333 7.3333333 8.0000000 8.6666667	0.5773503 0.5773503 0.5773503 2.0816660 0	8.0000000 9.0000000 8.0000000 5.0000000 8.0000000	9.0000000 10.0000000 9.000000 9.000000 8.0000000 9.0000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES	Label IMPONE IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR MANAGING CONSLICT/CUR BUILDING TRANSORK/CUR DUILDING TRANSORK/CUR DUILD GOGAN CLINT/CUB	3 3 3 3 2 3	8.6666667 9.3333333 8.3333333 7.3333333 8.0000000 8.6666667 8.0000000	0.5773503 0.5773503 0.5773503 2.0816660 0 0.5773503 1.7320508	8.0000000 9.0000000 8.0000000 5.0000000 8.0000000 8.0000000	9.0000000 9.0000000 9.000000 9.000000 8.000000 9.000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES	Label IMPONE IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR MANAGING CONSLICT/CUR BUILDING TRANSORK/CUR DUILDING TRANSORK/CUR DUILD GOGAN CLINT/CUB	3 3 3 3 2 3 3	8.6666667 9.3333333 8.3333333 7.3333333 8.0000000 8.6666667 8.0000000 7.6666667	0.5773503 0.5773503 0.5773503 2.0816660 0 0.5773503 1.7320508 1.5275252	8.0000000 9.0000000 8.0000000 8.0000000 8.0000000 6.0000000	9.000000 10.000000 9.000000 9.000000 8.000000 9.000000 9.000000
Variable C35QUES C37QUES C38QUES C38QUES C40QUES C41QUES C41QUES C42QUES C43QUES	Label IMPONE IND & WORK GRP/CUR BUILDING TUEST-CUR BUILDING TEEST-CUR MARRAING CONFLICT/CUR BUILDING TEARNORK/CUR BUILDING TEARNORK/CUR MOSTUVATING PROPER/CUR EMPLY POOR MECHINAM/CUR	3 3 3 3 2 3 3 3	8.6666667 9.3333333 8.3333333 7.333333 8.0000000 8.6666667 8.0000000 7.6666667 9.33333333	0.5773503 0.5773503 0.5773503 2.0816660 0.5773503 1.7320508 1.5275252 0.5773503	8.0000000 9.0000000 8.0000000 8.0000000 8.0000000 6.0000000 6.0000000 9.0000000	9.000000 10.000000 9.000000 9.000000 9.000000 9.000000 9.000000 9.000000
Variable C35QUES C37QUES C38QUES C49QUES C41QUES C42QUES C43QUES C44QUES C45QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANACHNE CHRINES/CUR MANACHNE CHRINES/CUR MANACHNE CHRINES/CUR BUILDING TRAMHORK/CUR BUILDING TRAMHORK/CUR BUILDING TRAMHORK/CUR BUILDING TRAMHORK/CUR BUILDING TRAMHORK/CUR BUILDING TRAMHORK/CUR DEVLF SUBGORDINATES/CUR DEVLF SUBGORDINATES/CUR DEVLF SUBGORDINATES/CUR	3 3 3 2 3 3 3 3	8.6666667 9.3333333 8.3333333 8.0000000 8.6666667 8.0000000 7.6666667 9.3333333 8.333333333	0.5773503 0.5773503 0.5773503 2.0816660 0.5773503 1.7320508 1.5275252 0.5773503	8.0000000 9.000000 8.000000 8.000000 8.000000 6.000000 6.000000 9.000000 8.000000	9.000000 10.000000 9.000000 8.000000 9.000000 9.000000 9.000000 9.000000 10.000000 9.000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES C41QUES C45QUES C45QUES C46QUES	Label IMPONE IND a MORK GRP/CUR IMPONE IND a MORK GRP/CUR MANAGING CHANER/CUR MANAGING CHANER/CUR BUILDING TRAMPORK/CUR BUILDING TRAMPORK/CUR MOTIVATIMA PROPIA/CUR MOTIVATIMA PROPIA/CUR UNDESTED SOLE OO & XO/CUR VENESTED SOLE OO & XO/CUR PROM INNOVIC & RIKE MEWY/CUR	3 3 3 3 3 3 3 3 3 3 3 3	8.6666667 9.3333333 8.3333333 7.333333 8.0000000 8.6666667 8.0000000 7.6666667 9.3333333 8.3333333 7.0000000	0.5773503 0.5773503 0.5773503 2.0816660 0.5773503 1.7320508 1.5275252 0.5773503 0.5773503	8.0000000 9.0000000 8.0000000 8.0000000 8.0000000 6.0000000 9.0000000 8.0000000	9.0000000 10.0000000 9.0000000 8.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES C41QUES C45QUES C45QUES C46QUES	Label IMPONE IND a MORK GRP/CUR IMPONE IND a MORK GRP/CUR MANAGING CHANER/CUR MANAGING CHANER/CUR BUILDING TRAMPORK/CUR BUILDING TRAMPORK/CUR MOTIVATIMA PROPIA/CUR MOTIVATIMA PROPIA/CUR UNDESTED SOLE OO & XO/CUR VENESTED SOLE OO & XO/CUR PROM INNOVIC & RIKE MEWY/CUR	3 3 3 3 3 3 3 3 3 3 3 3	8.6666667 9.3333333 8.3333333 7.333333 8.0000000 8.6666667 8.0000000 7.6666667 9.3333333 8.3333333 7.0000000	0.5773503 0.5773503 0.5773503 2.0816660 0 0.5773503 1.7320508 1.5275252 0.5773503 0.5773503 0.5773503	8.000000 9.000000 8.000000 8.000000 8.000000 6.000000 9.000000 9.000000 8.000000 9.000000 6.000000	9.000000 10.000000 9.000000 8.000000 9.000000 9.000000 9.000000 9.000000 10.000000 8.000000 8.000000
Variable C35QUES C37QUES C37QUES C39QUES C40QUES C40QUES C41QUES C44QUES C45QUES C45QUES C55QUES C51QUES C51QUES	LABOR IND & WORK ORP/CUR SUILDING TROUP/CUR SUILDING TROUP/CUR SUILDING TROUP/CUR MANAGING COMPLICY/CUR SUILDING TROUP/CUR MANAGING COMPLICY/CUR MODIFICATION SUILDING TROUP/CUR MANAGE LABOR SUILDING/CUR	3 3 3 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3	8.666667 9.333333 8.333333 7.333333 8.000000 8.666667 8.000000 7.6666667 9.333333 8.333333 8.333333 7.000000 4.0000000 7.3333333	0.5773503 0.5773503 0.5773503 2.0816660 0.5773503 1.7320508 1.5275252 0.5773503 0.5773503 0.5773503 0.5773503	8.0000000 9.0000000 5.0000000 5.0000000 8.0000000 6.0000000 6.0000000 8.0000000 6.0000000 1.0000000 6.0000000	9.000000 9.000000 9.000000 9.000000 9.000000 9.000000 9.000000 9.000000 9.000000 9.000000 9.000000 9.000000 9.000000
Variable C35QUES C37QUES C37QUES C39QUES C40QUES C40QUES C41QUES C43QUES C44QUES C45QUES C50QUES C50QUES C51QUES C51QUES C51QUES	LANDIE IND & WORK ORP/COR LINCOLD IND & WORK ORP/COR MANAGING CHARGE/COR MANAGING CONTLOY/COR MANAGING CONTLOY/COR MOTIVATION FRONTAIN/COR LADDI	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	8.6666667 9.333333 7.333333 7.333333 8.0000000 8.6666667 9.0000000 7.666667 9.3333333 8.333333 7.0000000 4.0000000 7.33333333 Mean	0.5773503 0.5773503 0.5773503 2.0816660 0.5773503 1.7320508 1.5275252 0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 1.0000000 1.5275252	8.0000000 9.0000000 8.0000000 5.0000000 8.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000000	9.0000000 10.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000
Variable	Labol IMPOSE IND & MORK GRE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR METER COGED MENINGH/CUR METER COGED MENINGH/CUR METER COGED MENINGH/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR LEDON LEDON CHANGE/CUR LEDON LEDON CHANGE/CUR LEDON LEDON CHANGE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR METER CHANGE/CUR MANACING CHANGE/CUR METER CHANGE/C	3 3 3 3 2 3 3 3 3 3 3 3 3 3 3 3	8.6666667 9.333333 7.333333 7.333333 8.0000000 8.6666667 9.0000000 7.666667 9.3333333 8.333333 7.0000000 4.0000000 7.33333333 Mean	0.5773503 0.5773503 0.5773503 2.0816660 0.5773503 1.7320508 1.5275252 0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 1.0000000 1.5275252	8.0000000 9.0000000 5.0000000 5.0000000 8.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 Minimum	9.0000000 10.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 7.0000000 9.0000000
Variable	Labol IMPOSE IND & MORK GRE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR METER COGED MENINGH/CUR METER COGED MENINGH/CUR METER COGED MENINGH/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR LEDON LEDON CHANGE/CUR LEDON LEDON CHANGE/CUR LEDON LEDON CHANGE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR METER CHANGE/CUR MANACING CHANGE/CUR METER CHANGE/C	3 3 3 3 2 3 3 3 3 3 3 3 3 3 3 3	8.6666667 9.333333 7.333333 7.333333 8.0000000 8.6666667 9.0000000 7.666667 9.3333333 8.333333 7.0000000 4.0000000 7.33333333 Mean	0.5773503 0.5773503 0.5773503 2.0816660 0.5773503 1.7320508 1.5275252 0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 1.0000000 1.5275252	8.0000000 9.0000000 5.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 Minimum 9.0000000	9,0000000 10.0000000 9,0000000 9,0000000 9,0000000 9,0000000 9,0000000 9,0000000 8,0000000 9,0000000 8,0000000 Haximum 10.0000000
Variable	Labol IMPOSE IND & MORK GRE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR METER COGED MENINGH/CUR METER COGED MENINGH/CUR METER COGED MENINGH/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR LEDON LEDON CHANGE/CUR LEDON LEDON CHANGE/CUR LEDON LEDON CHANGE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR METER CHANGE/CUR MANACING CHANGE/CUR METER CHANGE/C	3 3 3 3 2 3 3 3 3 3 3 3 3 3 3 3	8.666667 9.333333 8.0303033 8.000000 8.6666667 8.000000 7.6666667 9.333333 7.000000 7.3333333 Mean 9.5000000 9.600000 9.600000	0.5773503 0.5773503 0.5773503 2.0816660 0.5773503 1.7322508 1.5275252 0.5773503 1.0000000 1.5275252 0.5773503 1.0000000 1.5275252 8td Dev	8.0000000 9.0000000 9.0000000 8.0000000 8.0000000 6.0000000 9.0000000 6.0000000 6.0000000 Minimum 9.0000000 8.0000000	9.0000000 10.0000000 10.00000000 9.00000000 9.0000000 9.0000000 9.0000000 10.0000000 9.0000000 9.00000000 10.00000000 10.0000000000
Variable	Labol IMPOSE IND & MORK GRE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR METER COGED MENINGH/CUR METER COGED MENINGH/CUR METER COGED MENINGH/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR LEDON LEDON CHANGE/CUR LEDON LEDON CHANGE/CUR LEDON LEDON CHANGE/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR METER CHANGE/CUR MANACING CHANGE/CUR METER CHANGE/C	3 3 3 3 2 3 3 3 3 3 3 3 3 3 3 3	8.6666667 9.333333 7.333333 7.333333 8.0000000 8.0000000 8.0000000 7.6666667 9.333333 7.000000 4.0000000 7.3333333 Mean 9.5000000 9.6000000 9.6000000 9.6000000 9.6000000 9.2000000 9.8000000	0.5773503 0.5773503 0.5773503 2.0816660 2.0816660 1.7320508 1.7320508 1.5275252 0.5773503 1.0000000 1.5275252 3.0000000 2.5275252 8td Dev	8.0000000 9.0000000 5.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000	9.0000000 10.0000000 10.0000000 10.0000000 8.0000000 9.0000000 9.0000000 10.0000000 10.0000000 7.0000000 9.0000000 HAXIMUM
Variable	LEAD-II IND & WORK GRE/CUR SUTLIDING TROUBT COR SUTLIDING TROUBT COR MANAGING COMPLICATION MANAGING COMPLICATI	3 3 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	8.666667 9.3131333 8.0333333 8.0300000 8.6666667 8.000000 7.6666667 9.3333333 7.000000 7.333333 Mean 9.5000000 3.4000000 3.4000000 3.4000000	0.5773503 0.5773503 0.5773503 2.0816603 2.0816603 1.7322508 1.5275252 0.5773503 1.0000000 1.5275252 5td Dev Std Dev Std Dev Std Dev 8td Dev 8	8.0000000 9.0000000 8.0000000 3.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000 8.00000000 6.000000000000000000000000000	9.0000000 10.0000000 10.0000000 9.00000000 9.0000000 9.0000000 9.0000000 10.0000000 8.0000000 9.0000000 10.0000000 10.0000000000
Variable	LANGE LID & WORK GRE/CUR MANAGEME CHANGE CUR MANAGEME CONTINUE CONTINUE MANAGEME CONTINUE MANAGEME CONTINUE MOTIVATION FRONTAL/CUR MANAGEME LANGE REALFORM/CUR MOTIVATION FRONTAL/CUR MOTIVATION FRONTAL/CUR MOTIVATION FRONTAL/CUR MONAGEME AND REALFORM/CUR MONAGEME AND REALFORM/CUR MONAGEME CONTINUE MONA	3 3 3 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	8. 6666667 9. 333333 9. 3000000 8. 6666667 8. 0000000 7. 6566667 8. 0000000 1. 333333 7. 3333333 Mean 9. 5000000 9. 6000000 9. 6000000 9. 6000000 9. 6000000 9. 6000000 9. 2000000 8. 8000000 8. 8000000	0.5773503 0.5773503 0.5773503 2.0816660 0.5773503 1.7320508 1.5275252 0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 3.0000000 1.5275252 Std Dev	8.0000000 9.0000000 9.0000000 8.0000000 8.0000000 6.0000000 6.0000000 6.0000000 6.0000000 9.0000000 6.0000000 9.0000000 8.00000000 8.00000000 8.00000000	9.0000000 10.0000000 10.00000000 10.0000000 8.0000000 9.0000000 9.0000000 10.0000000 7.0000000 9.0000000 10.0000000 10.0000000000
Variable 0350UES 0370UES 0360UES 0360UES 0360UES 0400UES 0400UES 0400UES 0400UES 0400UES 0400UES 0400UES 0400UES 0400UES 040UES 0400UES 0400UES 0350UES 0350UES 0360UES 0360UES 0360UES 0360UES 0360UES 0360UES 0360UES	LABOUR IND & MORK ORP/CUR MANAGEME CHANNE/CUR MANAGEME COMPLICY/CUR MANAGEME COMPLICY/CUR MANAGEME COMPLICY/CUR MANAGEME COMPLICY/CUR MANAGEME COMPLICY/CUR MUTELY DOOR MACHINE/CUR MANAGEME COMPLICY/CUR MUTELY/CUR MUTELY/C	3 3 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	8.666667 9.333333 8.000000 8.0666667 8.060000 9.333333 9.333333 7.000000 4.000000 4.000000 9.500000 9.500000 9.500000 9.500000 9.500000 9.500000 9.500000	0.5773503 0.57773503 0.57773503 0.57773503 1.7320508 1.7320508 1.7320508 1.7320508 1.7320508 1.7373503 0.5773503 1.0000000 1.5275252 3td Dev 0.5270463 0.6952059 0.1889366 1.00270463 0.6952059 0.1889366 0.486833	8.0000000 9.0000000 9.0000000 8.0000000 8.0000000 8.0000000 6.0000000 6.0000000 8.0000000 8.0000000 8.0000000 8.0000000 8.0000000 8.0000000 8.0000000	9.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable 0350UES 0370UES 0360UES 0360UES 0360UES 0400UES 0400UES 0400UES 0400UES 0400UES 0400UES 0400UES 0400UES 0400UES 040UES 0400UES 0400UES 0350UES 0350UES 0360UES 0360UES 0360UES 0360UES 0360UES 0360UES 0360UES	LABOUR IND & MORK ORP/CUR MANAGEME CHANNE/CUR MANAGEME COMPLICY/CUR MANAGEME COMPLICY/CUR MANAGEME COMPLICY/CUR MANAGEME COMPLICY/CUR MANAGEME COMPLICY/CUR MUTELY DOOR MACHINE/CUR MANAGEME COMPLICY/CUR MUTELY/CUR MUTELY/C	3 3 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	8.666667 8.333333 8.0000000 7.666667 7.666667 7.666667 7.0000000 8.333333 8.333333 7.333333 Mean 9.5000000 9.5000000 9.5000000 9.5000000 9.5000000 9.5000000	0.5773503 0.57773503 0.57773503 0.57773503 0.5773503 1.7320508 1.5275250 0.5773503 0.5773503 0.5773503 1.5275252 Std Dev Std Dev Std Dev Std Dev 0.5270463 0.9189366 0.7071066 0.7071066 0.7071066 0.7071069	8. 0000000 8. 0000000 8. 0000000 8. 0000000 8. 0000000 8. 0000000 8. 0000000 6. 0000000 8. 0000000 8. 0000000 8. 0000000 9. 0000000 9. 0000000 9. 0000000 9. 0000000 9. 0000000 9. 00000000 9. 00000000 9. 00000000 9. 00000000	0.000000
Variable 0350UES 0370UES 0360UES 0360UES 0360UES 0400UES 0400UES 0400UES 0400UES 0400UES 0400UES 0400UES 0400UES 0400UES 040UES 0400UES 0400UES 0350UES 0350UES 0360UES 0360UES 0360UES 0360UES 0360UES 0360UES 0360UES	LABOUR IND & MORK ORP/CUR MANAGEME CHANNE/CUR MANAGEME COMPLICY/CUR MANAGEME COMPLICY/CUR MANAGEME COMPLICY/CUR MANAGEME COMPLICY/CUR MANAGEME COMPLICY/CUR MUTELY DOOR MACHINE/CUR MANAGEME COMPLICY/CUR MUTELY/CUR MUTELY/C	3 3 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	8.666665 8.333333 8.3333333 8.0000000 7.666667 7.3333333 7.000000 7.666667 7.3333333 7.000000 7.3333333 7.000000 7.3333333 Mean 9.5000000 9.600000 9.2000000 8.8000000 9.3000000 9.3000000 9.3000000 9.3000000 9.3000000 9.3000000 9.3000000 9.3000000 9.3000000 9.3000000 9.3000000	0.5773503 0.5773503 0.5773503 1.7320500 1.7320500 1.7320500 1.7320500 1.7320500 1.7320500 1.7320500 1.7320500 1.0000000 1.0000000 1.0000000 1.5275252 Std Dev 0.5972050 0.5972050 0.49820 0.49820	# .0000000 9 .0000000 9 .0000000 8 .0000000 8 .0000000 6 .0000000 6 .0000000 6 .0000000 1 .0000000 1 .0000000 8 .0000000 1 .0000000 1 .0000000 8 .0000000 8 .0000000 8 .0000000 8 .0000000 8 .0000000 8 .0000000 8 .0000000 8 .00000000 8 .00000000 8 .00000000	0.0000000
Variable 0350VES 0370VES 0370VES 0360VES 0400VES 0300VES 0300VES 0300VES 0300VES 0400VES 0400	LANDIE IND & WORK ORP/CUR MANADING CHANGE/CUR MANADING CHANGE/CUR MANADING CHANGE/CUR MANADING CONTLICY/CUR MANADING CONTLICY/CUR MANADING CONTLICY/CUR MOTIVATION CHANGE MONITOR	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	8.6656567 8.3133333 8.0000000 8.6666667 7.6666667 7.0000000 8.6666667 7.0000000 4.0000000 4.0000000 9.500000 9.500000 9.500000 9.500000 9.500000 9.500000 9.500000 9.500000 9.500000 9.500000 9.50000 9.500000 9.500000 9.500000 9.500000 9.500000 9.500000 9.50000	0.5773503 0.57773503 0.57773503 0.57773503 0.5773503 1.5275252 0.5773503 0.5773503 0.5773503 1.0000000 3.0000000 3.0000000 3.0000000 0.577362 3td Dev 3td Dev	8.0000000 8.0000000 8.0000000 8.0000000 8.00000000	1.0000000 1.00000000 1.00000000 1.0000000 1.0000000 1.00000000 1.00000000 1.00000000 1.00000000 1.00000000 1.00000000 1.00000000 1.00000000 1.00000000 1.00000000 1.00000000 1.00000000 1.00000000 1.00000000 1.00000000 1.00000000 1.000000000 1.000000000 1.000000000 1.000000000 1.000000000 1.0000000000
Variable	LANDI ID & MORE ORP/CUR MONACTING CHANGE/CUR MONACTING CHANGE/CUR MONACTING CHANGE/CUR MONACTING CHANGE/CUR MOTION THAN CHANGE/CUR MOTION THAN CHANGE/CUR MOTION THAN CHANGE/CUR MOTION THAN CHANGE/CUR MONACTING THAN CHANGE MOTION THAN CHANGE/CUR MONACTING THAN CHANGE MONACTING MONACTI	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	8.6666657 8.3333333 8.0000000 7.3333333 8.00000000 7.6666667 7.6666667 9.3333333 8.333333 8.333333 8.333333 9.3333333 9.3333333 Mean 9.5000000 9.6000000 9.2000000 8.8000000 9.2000000 9.3000000 9.3000000 9.3000000 9.3000000 9.3000000 9.3000000 9.3000000 9.3000000 9.3000000 9.3000000 9.3000000	0.5773503 0.6773503 0.6773	8. 0000000 8. 0000000 8. 0000000 8. 0000000 8. 0000000 8. 00000000 8. 0000000 8. 0000000 8. 0000000 8. 0000000 8. 0000000 8. 0000000 8. 0000000 8. 0000000 8. 0000000 8. 0000000 8. 0000000 8. 0000000 8. 0000000 8. 0000000	3.0000000 1.0000000 1.000000000 1.000000000 1.000000000 1.000000000 1.000000000 1.000000000 1.000000000 1.000000000 1.000000000 1.000000000 1.000000000 1.000000000 1.000000000 1.000000000 1.000000000 1.000000000 1.000000000 1.000000000 1.0000000000
Variable	LANDIE IND & WORK ORP/CUR MANADING CHANGE/CUR MANADING CHANGE/CUR MANADING CHANGE/CUR MANADING CONTLICY/CUR MANADING CONTLICY/CUR MANADING CONTLICY/CUR MOTIVATION CHANGE MONITOR	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	8.6656567 8.3133333 8.0000000 8.6666667 7.6666667 7.0000000 8.6666667 7.0000000 4.0000000 4.0000000 9.500000 9.500000 9.500000 9.500000 9.500000 9.500000 9.500000 9.500000 9.500000 9.500000 9.50000 9.500000 9.500000 9.500000 9.500000 9.500000 9.500000 9.50000	0.5773503 0.6773503 0.6773	8.0000000 8.0000000 8.0000000 8.0000000 8.00000000	3

COADS	* D.M.					
GRADE = C						
Variable		N	Mean	Std Dev	Minimum	Maximum
C35QUES C37QUES	IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR	311	8.3215434	1.5427726	4.0000000	10.0000000
C38QUES	MANAGING CHANGE/CUR	311	8.2797428	1.4730508	2.0000000	10.0000000
C39QUES	MANAGING CONFLICT/CUR	311	8.0032154	1.5993918	1.0000000	10.0000000
C40QUES	BUILDING TEAMWORK/CUR	310	8.4935484	1.4340825	3.0000000	10.0000000
C41QUES	DEVLP POS ORGAN CLIMAT/CUR	311	8.4630225	1.4065799	2.0000000	10.0000000
C42QUES C43QUES	MOTIVATING PEOPLE/CUR EMPLY COORD MECHNSM/CUR	311	8.3536977 7.8360129	1.3429544	4.0000000	10.0000000
C44QUES	DEVLP SUBORDINATES/CUR	311	8.4276527	1.4436984	4.0000000	10.0000000
C45QUES	UNDESTED ROLE CO & MO/CUR	311	8.2186495	1.8570978	2.0000000	10.0000000
C46QUES	PROM INNOVT & RISK BHVR/CUR	310	8.1032258	1.7091954	2.0000000	10.0000000
	MANAGE LABOR RELATIONS/CUR	309	5.1229773	2.6219149	0	10.0000000
C51QUES	MANG MULTI-CULT DIVRSTY/CUR		7.4662379	1.8008918	2.0000000	10.0000000
GRADE = C						
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C35QUES		96	7.9583333	1.5621622	3.0000000	10.0000000
C37QUES	BUILDING TRUST/CUR MANAGING CHANGE/CUR	95 96	8.4842105	1.3672706	5.0000000	10.0000000
C38QUES C39QUES		96	7.7500000	1.5422415	4.0000000	10.0000000
C40QUES		96	8.2187500	1.4882213	5.0000000	10.0000000
C41QUES	DEVLP POS ORGAN CLIMAT/CUR	96	8.1562500	1.4017142	4.0000000	10.0000000
C42QUES	MOTIVATING PEOPLE/CUR	96	7.8541667	1.5893009	4.0000000	10.0000000
C43QUES	EMPLY COORD MECHNSM/CUR	96 96	7.5312500	1.9625608	0	10.0000000
C44QUES C45QUES	DEVLP SUBORDINATES/CUR UNDRSTND ROLE CO & XO/CUR	96	8.1145833 7.7187500	1.6017740	3.0000000 1.0000000	10.0000000
C46QUES	PROM INNOVT & RISK BHVR/CUR	96	7.7187500	1.5403562	4.0000000	10.0000000
C50QUES	MANAGE LABOR RELATIONS/CUR	96	5.0208333	2.8909265	0	10.0000000
C51QUES	MANG MULTI-CULT DIVRSTY/CUR	96	7.2395833	2.0557739	2.0000000	10.0000000
GRADE = L	CDR					
GRADE = L		n	Mean	Std Dev	Minimum	Maximum
	Label	N 44	Mean 7.9772727	Std Dev	Minimum 2.0000000	10.0000000
Variable C35QUES C37QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR	44	7.9772727 8.6818182	1.9823481 1.3601082	2.0000000	10.0000000
Variable c35ques c37ques c38ques	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR	44 44 44	7.9772727 8.6818182 8.4318182	1.9823481 1.3601082 1.4207389	2.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHRANGE/CUR MANAGING COMPLICT/CUR	44 44 44	7.9772727 8.6818182 8.4318182 8.2954545	1.9823481 1.3601082 1.4207389 1.4399539	2.0000000 4.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES	Label IMPONR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR MANAGING COMPLICT/CUR BUILDING PRAMMONS/CUR	44 44 44 44	7.9772727 8.6818182 8.4318182 8.2954545 8.4318182	1.9823481 1.3601082 1.4207389 1.4399539 1.5310390	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES	Label IMPONR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHRINGE/CUR MANAGING CONFLICT/CUR BUILDING TEAMOORF/CUR DULL FOS ORGAN CLUMAT/CUR	44 44 44 44 44	7.9772727 8.6818182 8.4318182 8.2954545 8.4318182 8.4318182	1.9823481 1.3601082 1.4207389 1.4399539 1.5310390 1.4690248	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES C42QUES C43QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR MANAGING COMFLICT/CUR MANAGING COMFLICT/CUR MANAGING COMFLICT/CUR MANAGING COMFLICT/CUR MANAGING COMFLICT/CUR MOTUVATING PROPEZ/CUR EMPLY COMP MECHANS/CUR	44 44 44 44 44 44	7.9772727 8.6818182 8.4318182 8.2954545 8.4318182 8.4318182 8.31818187 7.3409091	1.9823481 1.3601082 1.4207389 1.4399539 1.5310390	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES C42QUES C43QUES C44QUES C44QUES	Label IMPOWER IND & WORK GRP/CUR IMPOWER STATEMENT/CUR MANAGING CHARRY/CUR MULLING TEAMHORK/CUR BUILDING TEAMHORK/CUR HOTIVATING PEOPLE/CUR DULL POS GRAIN CLIMAT/CUR HOTIVATING PEOPLE/CUR DEVLP SUSCEPLIA/CUR	44 44 44 44 44 44 44 44	7.9772727 8.6818182 8.4318182 8.2954545 8.4318182 8.4318182 8.3181818 7.3409091 8.2500000	1.9823481 1.3601082 1.4207389 1.4399539 1.5310390 1.4690248 1.5061537 1.6836171 1.4487364	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 5.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C38QUES C40QUES C41QUES C42QUES C42QUES C44QUES C45QUES C45QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR BUILDING TRUST/CUR MANAGING COMPLICT/CUR BUILDING TRUST/CUR MANAGING COMPLICT/CUR BUILDING TRUST/CUR	44 44 44 44 44 44 44 44 44	7.9772727 8.6818182 8.4318182 8.2954545 8.4318182 8.4318182 8.3181818 7.3409091 8.2500000 7.5909091	1.9823481 1.3601082 1.4207389 1.4399539 1.5310390 1.4690248 1.5061537 1.6836171 1.4487364 2.1708232	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 5.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C38QUES C40QUES C41QUES C41QUES C42QUES C42QUES C43QUES C44QUES	Label IMPOWR IND & WORK GRP/CUR RETILING TRUST/CUR RETILING TRUST/CUR RETILING TRUST/CUR BUILDING TRAMBORK/CUR BUILDING TRAMBORK/CUR MOTIVATING PROPIEC/CUR REFIE COORD MCENSAN/CUR UNDRAFTED ROLE CO & XO/CUR UNDRAFTED ROLE CO & XO/CUR FROM INSOUT & RISE SETVE/CUR	44 44 44 44 44 44 44 44 44	7.9772727 8.6818182 8.4318182 8.2954545 8.4318182 8.4318182 8.3181818 7.3409091 8.2500000 7.5909091 7.8409091	1.9823481 1.3601082 1.4207389 1.4399539 1.5310390 1.4690248 1.5061537 1.6836171 1.4487364 2.1708232 1.7245583	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 5.0000000 0	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C38QUES C40QUES C41QUES C42QUES C42QUES C44QUES C45QUES C45QUES	Label MEGORIAN & MORK GRE/CUR BUILDING TEMPS/CUR BUILDING TEMPS/CUR MANAGING CHANGE/CUR BUILDING TEMPS/CUR BUILDING TEMPS/CUR BUILDING TEMPS/CUR BUILDING TEMPS/CUR MANAGING CONFLICT/CUR BUFF/CUR MANAGING LABOR/CUR UNDERSTED HOLE CO & MO/CUR MANAGE LABOR ERLATIONS/CUR	44 44 44 44 44 44 44 44 44	7.9772727 8.6818182 8.4318182 8.2954545 8.4318182 8.4318182 8.3181818 7.3409091 7.5909091 7.8409091 7.8409091 5.0454545	1.9823481 1.3601082 1.4207389 1.4399539 1.5310390 1.4690248 1.5061537 1.6836171 1.4487364 2.1708232	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 5.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES C42QUES C42QUES C44QUES C44QUES C44QUES C45QUES C45QUES C45QUES	Label MEGORIAN & MORK GRE/CUR BUILDING TEMPS/CUR BUILDING TEMPS/CUR MANAGING CHANGE/CUR BUILDING TEMPS/CUR BUILDING TEMPS/CUR BUILDING TEMPS/CUR BUILDING TEMPS/CUR MANAGING CONFLICT/CUR BUFF/CUR MANAGING LABOR/CUR UNDERSTED HOLE CO & MO/CUR MANAGE LABOR ERLATIONS/CUR	44 44 44 44 44 44 44 44 44 44	7.9772727 8.6818182 8.4318182 8.2954545 8.4318182 8.4318182 8.3181818 7.3409091 8.2500000 7.5909091 7.8409091	1.9823481 1.3601082 1.4207389 1.4399539 1.5310390 1.4690248 1.5061537 1.6836171 1.4487364 2.1708232 1.7245583 2.7530494	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 5.0000000 0	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
Variable 	Label IMPORE IND & WORK ORP/CUR SUILDING TROUT/CUR SUILDING TROUT/CUR MANAGING COMPLICT/CUR DEUT/ FOG ORGAN CLIMAY/CUR DEUT/ FOG ORGAN CLIMAY/CUR DEUT/ FOG ORGAN CLIMAY/CUR DEUT/ SUGGED MANAGINATE/CUR DEUT/ SUGGED MANAGINATE/CUR MANAGINATE/CUR MANAGINATE/CUR MANAGINATE/CUR MANAGINATE/CUR THERE	44 44 44 44 44 44 44	7.9772727 8.6818182 8.4318182 8.2954545 8.4318182 8.31818187 7.3409091 8.2500000 7.5909091 7.8409091 5.0454545 7.3409091	1.9823481 1.3601082 1.4207389 1.4399539 1.5310390 1.4690248 1.5061537 1.6836171 1.4487364 2.1708232 1.7245583 2.7530494 2.0224689	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 5.0000000 5.0000000 0 2.0000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
Variable C35QUES C37QUES C39QUES C39QUES C40QUES C41QUES C42QUES C43QUES C43QUES C45QUES C45QUES C55QUES C55QUES	LEADE INC & WORK GRP/CUR SITLIFUS TRUSTY/CUR SITLIFUS TRUSTY/CUR SITLIFUS TRUSTY/CUR SITLIFUS TRUSTY/CUR MANAGING COMPILICIT/CUR MOTIVATING PROPILICIT/CUR MOTIVATING PROPILIC	44 44 44 44 44 44 44 44 44 44	7.9772727 8.6818182 8.4318182 8.2954545 8.4318182 8.4318182 8.3181818 7.3409091 7.5909091 7.8409091 7.8409091 5.0454545	1.9823481 1.3601082 1.4207389 1.4399539 1.5310390 1.4690248 1.5061537 1.6836171 1.4487364 2.1708232 1.7245583 2.7530494	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 5.0000000 0	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
Variable C350UES C370UES C370UES C39QUES C49QUES C41QUES C41QUES C44QUES C44QUES C44QUES C50QUES C50QUES C50QUES CSQUES CSQUES CSQUES CSQUES	Label INFOUNT IND & WORK ORP/COR MONADING CHARME/COR THERE Label Label LMOOK ORP/COR	44 44 44 44 44 44 44 44 44 44 44 44	7.9772727 8.6818182 8.4318182 8.2954545 8.4318182 8.318182 8.318182 8.318183 7.3409091 5.2500000 7.5909091 7.8409091 7.3409091	1.9823481 1.3601082 1.4207389 1.4399539 1.5310390 1.4690248 1.5061537 1.6835171 1.4487364 2.1708232 1.7245583 2.7530494 2.022468	2.0000000 4.000000 4.000000 4.000000 4.000000 4.000000 4.000000 5.000000 3.000000 2.0000000 Minimum 3.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C37QUES C38QUES C38QUES C39QUES C40QUES C40QUES C42QUES C42QUES C42QUES C42QUES C44QUES C44QUES C50QUES C50QUES C50QUES C51QUES C51QUES C51QUES C35QUES C35QUES C35QUES C35QUES C37QUES	LANCE INC. INC. INC. INC. INC. INC. INC. INC.	44 44 44 44 44 44 44 44 44 44 11	7.9772727 8.6818182 8.4318182 8.2954545 8.4318182 8.4318182 8.4318182 9.3500000 7.5909091 7.8409091 9.00000000000000000000000000000000	1.9823481 1.3601082 1.4207389 1.4399539 1.4310390 1.6862247 1.6962171 1.6962171 1.745583 2.7530494 2.0224689 Std Dev	2.0000000 4.000000 4.0000000 4.0000000 4.0000000 4.0000000 6.00000000 3.0000000 Minimum 3.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C350UES C370UES C370UES C390UES C390UES C400UES C410UES C410UES C410UES C410UES C410UES C450UES C450UES C50UES C50UES C370UES C370UES C370UES C370UES	LANCE LIDE & WORK ORP/CUR MANAGEMENT CHRAMETER MANAGEMENT CHRAMETER MANAGEMENT CHRAMETER MONTATION CONTINUENCE MONTATION CHRAMETER MONTATION MONTATION CHRAMETER LANCE L	44 44 44 44 44 44 44 44 44 11 11	7.9772727 8.6818182 8.4318182 8.2954545 8.4318182 8.1318182 8.1318182 8.1318182 7.3409091 8.2500000 7.5909091 7.8409091 Mean 7.5454545 8.0000000 7.8454545 8.0000000	1.9823481 1.3601082 1.4207389 1.4399539 1.5310390 1.4690248 1.5061537 1.6835171 1.4487364 2.1708232 1.7245583 2.7530494 2.0224689	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 5.0000000 0 2.0000000 Minimum 3.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C37QUES C38QUES C38QUES C39QUES C40QUES C40QUES C42QUES C42QUES C42QUES C42QUES C44QUES C44QUES C50QUES C50QUES C50QUES C51QUES C51QUES C51QUES C35QUES C35QUES C35QUES C35QUES C37QUES	Labol IND & WORK ORP/COR MONADCHO CHARMS (OR P/COR MONADCHO CHARMS (OR P/COR MONADCHO CHARMS (OR P/COR MONADCHO CORPLICY/COR MONADCHO CORPLICY/COR MOYEL/P COS GORDON CITAL/COR MOYEL/P CORPLY CORPLY CORPLY CORPLY CORP MONADCHO CORPLY MONADCHARMS (OR P/COR MONADCHO CHARMS (OR P/C	44 44 44 44 44 44 44 44 44 44 11	7.9772727 8.6818182 8.4318182 8.2954545 8.4318182 8.4318182 8.4318182 9.3500000 7.5909091 7.8409091 9.00000000000000000000000000000000	1.9823481 1.3601082 1.4207389 1.4399539 1.4310390 1.6862247 1.6962171 1.6962171 1.745583 2.7530494 2.0224689 Std Dev	2.0000000 4.000000 4.0000000 4.0000000 4.0000000 4.0000000 6.00000000 3.0000000 Minimum 3.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable 0350WE 0370WE 0390WE 0390WE 0390WE 0400WE 04100WE	LANCE INC & WORK ORP/CUR MANAGEMENT CURRENCY MANAGEMENT CURRENCY MANAGEMENT CURRENCY MANAGEMENT CURRENCY MOTIVATION FOR CURRENCY MONAGEMENT	44 44 44 44 44 44 44 44 41 11 11 11 11	7.9772727 8.6818182 8.4318182 8.2954543 8.2954543 8.318182 8.3181818 8.3181818 8.3181818 7.3409091 8.2500000 7.5969091 7.5969091 7.3409091 Mean 7.5454545 8.0000000 7.4545455 7.3408182 7.3454545	1.9823481 1.3601082 1.4207389 1.4207389 1.4307389 1.4690248 1.5061537 1.6635171 1.4487362 2.7725583 2.7725583 2.7725583 2.0224689 Std Dev 2.0670576 1.34164098 1.4012981 1.3684763 1.5664989	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 5.0000000 Minimum 3.0000000 6.0000000 5.0000000 5.0000000 5.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable 0350WE 0370WE 0370WE 0380WE 0380WE 0380WE 0400WE 0400WE 0410WE	Labol INFORM IND & WORK ORP/CUR MANAGING CHANNER/CUR MANAGING CHANNER/CUR MANAGING CHANNER/CUR MANAGING CONTINUE/CUR MANAGING CONTINUE/CUR MANAGING CONTINUE/CUR MENTLY DOSORDINARE/CUR MENTL	44 44 44 44 44 44 44 44 41 11 11 11 11	7.9772727 8.6818182 8.4318185 8.4318185 8.4318182 8.3318182 8.318182 8.318182 7.3409091 7.5509091 7.8409091 7.3409091	1.5823481 1.2603082 1.4207939 1.4207939 1.5310390 1.6596171 2.7708232 2.7730494 2.0722468 32.0707976 32.0707976 32.1746583 32.0722468	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 5.0000000 Minimum 3.0000000 5.0000000 5.0000000 5.0000000 5.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable 0350WE 0370WE 0390WE 0390WE 0390WE 0400WE 0400WE 04100WE 04100WE 0410WE 0450WE	LANDI DECOMO DE MODE CENTRO MANAGINO CHANGE/CUR MANAGINO CHANGE/CUR MONAGINO M	44 44 44 44 44 44 44 44 41 11 11 11 11 1	7.9772727 8.68181827 8.68181827 8.2954545 8.4318182 8.318182 8.318182 8.318182 8.3500000 7.5800001 7.8400001 7.8400001 7.8400001 7.8408001 7.8408001 7.8408001 7.8408001 7.8408001 7.8408001 7.8408001 7.8408001 7.8408001 7.8408001	1.9823481 1.3601082 1.4207389 1.4393539 1.4393539 1.4690248 1.5061537 1.6636171 1.4487364 2.77530294 2.0224689 Std Dev 2.0670576 1.3416408 1.4012981 1.3416408 1.3684753 1.5550504 1.6522776	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 5.0000000 2.0000000 Minimum 3.00000000 5.0000000 5.0000000 5.0000000 5.0000000 6.0000000 5.0000000	10.0000000 10.0000000
Variable 03500ES 0370UES 0390UES 0390UES 0390UES 0400UES 0410UES 0410UES 0450UES 0460UES 0440UES 0440UES 0440UES	LANCE INC & WORK ORP/CUR MANABURG CLAMMERCUR MANABURG CLAMMERCUR MANABURG CONTROL OF THE STATE O	44 44 44 44 44 44 44 44 41 11 11 11 11 1	7.9772727 8.6818182 8.4318182 8.2318182 8.2318182 8.3318182 8.3318182 8.3318182 8.3318182 7.3409091 7.8409091 7.8409091 7.8409091 7.8454545 7.3409091 7.8454545 7.3409091 7.8454545 7.000000 7.4554545 7.000000 7.6554545 7.000000 7.6554545 7.000000 7.65545455 7.000000 7.6554545	1.5823481 1.3601082 1.4207389 1.5310390 1.4590248 1.5510390 1.4690248 1.5061537 1.7245583 2.7530494 2.0224689 2.0224	2.0000000 4.000000 4.000000 4.0000000 4.0000000 5.0000000 3.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000	10.0000000 10.0000000
Variable C3500ES C3500ES C3600ES C3600ES C390UES C400UES C400UES C410UES C410UES C410UES C450UES C40UES C46UES	LANDI DECOMO DE MODE CENTRO MANAGINO CHANGE/CUR MANAGINO CHANGE/CUR MONAGINO M	44 44 44 44 44 44 44 44 41 11 11 11 11 1	7.9772727 8.68181827 8.68181827 8.2954545 8.4318182 8.318182 8.318182 8.318182 8.3500000 7.5800001 7.8400001 7.8400001 7.8400001 7.8408001 7.8408001 7.8408001 7.8408001 7.8408001 7.8408001 7.8408001 7.8408001 7.8408001 7.8408001	1.9823481 1.3601082 1.4207389 1.4393539 1.4393539 1.4690248 1.5061537 1.6636171 1.4487364 2.77530294 2.0224689 Std Dev 2.0670576 1.3416408 1.4012981 1.3416408 1.3684753 1.5550504 1.6522776	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 5.0000000 2.0000000 Minimum 3.00000000 5.0000000 5.0000000 5.0000000 5.0000000 6.0000000 5.0000000	10.0000000 10.0000000
Variable C350WE C370WE C370WE C370WE C370WE C400WE C410WE C370WE C370WE C370WE C370WE C410WE C410WE C410WE C410WE C410WE C410WE C410WE C440WE C440WE	LANDI LIPOUM IND & WORK ORP/CUR MANAGING CHRAMEFOUR MANAGING CARRAMERORY/CUR MANAGING CARRA	44 44 44 44 44 44 44 44 44 41 11 11 11 1	7.5772727 8.6818182 8.4318185 8.4318185 8.4318182 8.318182 8.318182 8.318182 8.318182 8.318182 8.318182 8.318182 8.318182 7.5690991 7.840991 7.3408	1.9823481 1.1603082 1.4299539 1.4399539 1.5310390 1.4590248 1.50615571 1.4487364 2.1708232 1.7745583 2.7530494 3.022468 3.022468 3.022468 3.022468 3.1364408 1.3664963	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 5.0000000 3.0000000 3.0000000 5.0000000 5.0000000 5.0000000 6.0000000 5.0000000 6.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000	10.0000000 10.0000000

GRADE = '	*					
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
B350UES	IMPOWR IND & WORK GRP/REO	3	9.3333333	1.1547005	8.0000000	10.0000000
R37QUES	BUILDING TRUST/REQ	3	10.0000000	0	10.0000000	10.0000000
R38QUES	MANAGING CHANGE/REQ	3	9.3333333	1.1547005	8.0000000	10.0000000
R39QUES	MANAGING CONFLICT/REQ	3	9.3333333	1.1547005	8.0000000	10.0000000
R40QUES	BUILDING TEAMWORK/REQ	2	10.0000000	0	10.0000000	10.0000000
R41QUES R42QUES	DEVLP POS ORGAN CLIMAT/REQ MOTIVATING PEOPLE/REQ	3	9.3333333	1.1547005	8.0000000	10.0000000
R42QUES	EMPLY COORD MECHNSM/REQ	3	9.0000000	1.7320508	7.0000000	10.0000000
R44QUES	DEVLP SUBORDINATES/REQ	3	10.0000000	0	10.00000000	10.0000000
R45QUES	UNDESTND ROLE CO & XO/REO	3	9.6666667	0.5773503	9.0000000	10.0000000
R46QUES	PROM INNOVT & RISK BHVR/REQ	3	9.0000000	1.0000000	8.0000000	10.0000000
R50QUES	MANAGE LABOR RELATIONS/REQ	3	6.6666667	1.5275252	5.0000000	8.0000000
R51QUES	MANG MULTI-CULT DIVESTY/REQ	3	7.3333333	2.5166115	5.0000000	10.0000000
GRADE - A	DM					
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
R35QUES R37QUES		10	9.5000000	0.7071068	8.0000000	10.0000000
R38QUES		10	9.7000000	0.6749486	8.0000000	10.0000000
R39QUES		10	9,6000000	0.6992059	8.0000000	10.0000000
R40QUES		10	9.8000000	0.6324555	8.0000000	10.0000000
R41QUES		10	9.7000000	0.6749486	8.0000000	10.0000000
R42QUES		10	9.8000000	0.6324555	8.0000000	10.0000000
R43QUES	EMPLY COORD MECHNSM/REQ	10	9.5000000	0.7071068	8.0000000	10.0000000
R44QUES R45QUES	DEVLP SUBORDINATES/REQ UNDESTED ROLE CO 4 XO/REQ	10	10.0000000	0.6992059	10.0000000	10.0000000
R45QUES	PROM INNOVT 4 RISK BHVR/REO	10	9.7000000	0.6749486	8.0000000	10.0000000
R50ougs	MANAGE LABOR RELATIONS/REQ	10	8.5000000	0.8498366	7.0000000	10.0000000
R51QUES	MANG MULTI-CULT DIVESTY/REQ	10	8.9000000	0.5676462	8.0000000	10.0000000
GRADE = C						
Variable		N	Mean	Std Dev	Minimum	Maximum
Variable R35QUES	Label IMPOWR IND & WORK GRP/REQ	312	8.9839744	1.3333707	2.0000000	
Variable R35QUES R37QUES	Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ	312 312	8.98397 44 9.3365385	1.3333707 1.0106562	2.0000000	10.0000000
Variable R35QUES R37QUES R38QUES	Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ	312 312 312	8.9839744 9.3365385 9.2500000	1.3333707 1.0106562 1.0585739	2.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R39QUES	Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CREANGE/REQ MANAGING CONFLICT/REQ	312 312 312 312 312	8.9839744 9.3365385 9.2500000 9.1634615	1.3333707 1.0106562 1.0585739 1.1630200	2.0000000 4.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R39QUES R40QUES	Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MANAGING CONFLICT/REQ BUILDING TRAMMORE/REQ BUILDING TRAMMORE/REQ	312 312 312 312 312 312	8.9839744 9.3365385 9.2500000 9.1634615 9.3461538	1.3333707 1.0106562 1.0585739 1.1630200 1.0153411	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R39QUES	Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MANAGING CONFLICT/REQ BUILDING TRAMMORE/REQ BUILDING TRAMMORE/REQ	312 312 312 312 312	8.9839744 9.3365385 9.2500000 9.1634615	1.3333707 1.0106562 1.0585739 1.1630200	2.0000000 4.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R39QUES R40QUES R41QUES R42QUES R43QUES	Label IMPOWE IND & WORK GRP/REQ BUILDING TRUST/REQ BUILDING TRUST/REQ MANAGING CAPPLICE/REQ MANAGING COMPANIE/REQ MOTOVATING PEOPLE/REQ MOTIVATING PEOPLE/REQ EMPLY CORD MECHNEW/REQ	312 312 312 312 312 312 312 312 312	8.9839744 9.3365385 9.2500000 9.1634615 9.3461538 9.4038462 9.3205128 8.7692308	1.3333707 1.0106562 1.0585739 1.1630200 1.0153411 0.9405399 1.0015241 1.3997986	2.000000 4.000000 4.000000 4.000000 4.000000 4.000000 4.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R39QUES R40QUES R41QUES R41QUES R42QUES R44QUES	Label IMPOSE IND & WORK GRP/REQ BUILDING TRUST/REQ BUILDING TRUST/REQ BUILDING TRAMBORK/REQ EMPLY COORD MECHINEM/REQ EMPLY COORD MECHINEM/REQ EVELP SUBDORDINATES/REQ	312 312 312 312 312 312 312 312 312 312	8.9839744 9.3365385 9.2500000 9.1634615 9.3461538 9.4038462 9.3205128 8.7692308 9.0897436	1.3333707 1.0106562 1.0585739 1.1630200 1.0153411 0.9405399 1.0015241 1.3997986 1.2571176	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 0.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R49QUES R41QUES R41QUES R43QUES R43QUES R45QUES R45QUES	Label IMPORT IND & WORK GRP/REQ BUILDING TRUST/REQ BUILDING TRUST/REQ MANAGING COMPLICT/REQ MANAGING COMPLICT/REQ WOTUNTING PROPEL/REQ WOTUNTING PROPEL/REQ BUFF COMPLICATION DEVILOR SUDDRICTION/REQ DEVILOR SUDDRICTION/REQ BUFF COMPLICATION COMPLICATION DEVILOR SUDDRICTION/REG BUFF COMPLICATION COMPLICATION DEVILORS SUDDRICTION COMPLICATION DEVILORS SUDDRICT C	312 312 312 312 312 312 312 312 312 312	8.9839744 9.3365385 9.2500000 9.1634615 9.3461538 9.4038462 9.3205128 8.7692308 9.0897436 9.016667	1.3333707 1.0106562 1.0585739 1.1630200 1.0153411 0.9405399 1.0015241 1.3997986 1.2571176 1.7278300	2.000000 4.000000 4.000000 4.000000 4.000000 4.000000 4.000000 0 2.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R39QUES R39QUES R40QUES R41QUES R42QUES R44QUES R45QUES R45QUES R45QUES	Label IMPORT IND & WORK GRP/REQ IMPORT IND & WORK GRP/REQ MANAGEME CONTENT (RE) RULLING TERMODEK/REQ RULLING TERMODEK/REQ RULLING TERMODEK/REQ MOTIVATING PROPLET/REQ EMPLY CORD MICHIGHT REQ UNDERTHE BOLL CO & NO/REQ UNDERTHE BOLL CO & NO/REQ FROM IMBOUT & RISE SHOWE/REQ	312 312 312 312 312 312 312 312 312 312	8.9839744 9.3365385 9.2500000 9.1634615 9.3461538 9.4038462 9.3205128 8.7692308 9.0897436 9.0416667 8.8392283	1.3333707 1.0106562 1.0585739 1.1639200 1.0153411 0.9405399 1.0015241 1.397986 1.2571176 1.7278300 1.3771891	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 0.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R39QUES R39QUES R40QUES R41QUES R42QUES R42QUES R42QUES R45QUES R45QUES R45QUES	Label IMPORE IND & WORK GRP/REQ BUILDING TREMSTAREQ MANAGING CHANGE/REQ MOLITIC TREMSTAREQ BUILDING TEAMORAK/REQ BUILDING TREMSTARES/REQ MOLITARIES/REQ MOLITARIES/REQ MANAGE LABOR RELATIONS/REQ MANAGE LABOR RELATIONS/REQ	312 312 312 312 312 312 312 312 312 313 311 310	8.9839744 9.3365385 9.2500000 9.1634615 9.3461538 9.4038462 9.3205128 8.7692308 9.0897436 9.0416667 8.8392283 7.0419355	1.3333707 1.0106562 1.0585739 1.1630200 1.0153411 0.9405399 1.0015241 1.3997986 1.2571176 1.7278300 1.377189 2.7035006	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 0.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R37QUES R39QUES R40QUES R40QUES R44QUES R44QUES R45QUES R45QUES R45QUES R55QUES R51QUES	Label ING & WORK ORP/REQ BUILDING TROOT/REQ BUILDING TROOT/REG BUILDIN	312 312 312 312 312 312 312 312 312 312	8.9839744 9.3365385 9.2500000 9.1634615 9.3461538 9.4038462 9.3205128 8.7692308 9.087436 9.0416667 8.8392283 7.0419355 8.1891026	1.3333707 1.0106562 1.0586739 1.1630200 1.0153411 0.9405399 1.0015241 1.3997986 1.2571176 1.7278300 1.3771891 2.7035006 1.8390573	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 2.0000000 2.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R39QUES R40QUES R40QUES R42QUES R43QUES R43QUES R45QUES R45QUES R55QUES	Label ING & WORK ORP/REQ BUILDING TROOT/REQ BUILDING TROOT/REG BUILDIN	312 312 312 312 312 312 312 312 312 313 311 310	8.9839744 9.3365385 9.2500000 9.1634615 9.3461538 9.4038462 9.3205128 8.7692308 9.0897436 9.0416667 8.8392283 7.0419355	1.3333707 1.0106562 1.0585739 1.1630200 1.0153411 0.9405399 1.0015241 1.3997986 1.2571176 1.7278300 1.377189 2.7035006	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 2.00000000 2.00000000 0 0 Minimum	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R350UES R370UES R370UES R390UES R490UES R440UES R440UES R440UES R450UES R450UES R450UES R450UES R550UES	Label DECOME TO A WORK ORP/REQ MANAGEME CRAMME/REQ MANAGEME CRAMME/REQ METALEN FROM MANAGEME CRAMME/REQ METALEN TRANSPORT OF METALEN TR	312 312 312 312 312 312 312 312 312 312	8.9839744 9.3365385 9.2500000 9.1634615 9.3461538 9.4038462 9.2502528 8.7592308 8.7692308 8.899283 7.0419353 8.1881026 Mean	1.3333707 1.0106562 1.0565739 1.1630200 1.015341 1.3997986 1.2571176 1.2771390 2.7035006 1.8390573 5td Dev	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 0.0000000 0.00000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 Maximum
Variable R35QUES R37QUES R37QUES R39QUES R39QUES R40QUES R50QUES	LAND INFO WORK ORP/RED STILLING TROOT/RED STILLING	312 312 312 312 312 312 312 312 312 312	8.9839744 9.3365385 9.2500000 9.1834615 9.3461539 9.4061539 9.0897436 9.0897436 9.0897436 1.0419955 8.1891026 Mean 8.9062500 9.3229167	1.3333707 1.0105562 1.0585739 1.1630200 1.0153411 0.8405399 1.3997986 1.2797300 1.3771891 2.703500 1.8390573	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 2.00000000 0.0000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R37QUES R39QUES R39QUES R44QUES R44QUES R44QUES R45QUES R55QUES R55QUES R57QUES R37QUES R37QUES R37QUES R37QUES	Labol IMPOWR IND & WORK GRP/RED MANAGING CRANNE/RED MANAGING CRANNE/RED MANAGING CORPLET/RED MANAGING CORPLET/RED MANAGING CORPLET/RED MANAGING CORPLET/RED MATTVATTOR PEDFIZ/RED Labol Lebol	312 312 312 312 312 312 312 312 312 312	8.9839744 9.3165385 9.2500000 9.1654615 9.4003462 9.3205128 8.759230 9.0897436 8.8392283 8.1881026 Mean 8.9062500 9.3229167 9.2500000	1.3333707 1.0106562 1.0565739 1.1630200 1.015341 1.3997986 1.2571176 1.7278300 1.3771891 2.7035006 1.8390573 Std Dev	2.0000000 4.000000 4.000000 4.000000 4.000000 4.0000000 0 2.0000000 0 Winimum 3.0000000 5.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R35QURE R37QUEE R37QUEE R39QUEE R39QUEE R40QURE R41QURE R42QUEE R42QUEE R45QUEE R45QUEE R55QUEE R55QUEE R50QUEE R55QUEE R50QUEE R35QUEE R39QUEE R39QUEE R39QUEE R39QUEE	Labol DECOME IND & WORK ORP/REQ MANAGEMENT CHANNEL FROM MANAGEMENT CHANNEL FROM MANAGEMENT CHANNEL CHA	312 312 312 312 312 312 312 312 312 312	8.9839744 9.3365385 9.2500000 9.1834615 9.3461539 9.4061539 9.0897436 9.0897436 9.0897436 1.0419955 8.1891026 Mean 8.9062500 9.3229167	1.3333707 1.0105562 1.0585739 1.1630200 1.0153411 0.8405399 1.3997986 1.2797300 1.3771891 2.703500 1.8390573	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 2.0000000 0 2.0000000 0 Minimum 3.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R35QUES R37QUES R37QUES R39QUES R39QUES R44QUES R44QUES R44QUES R45QUES R55QUES R55QUES R57QUES R37QUES R37QUES R37QUES R37QUES	Labol IMPOWR IND & WORK GRP/RED MANAGING CRANNE/RED MANAGING CRANNE/RED MANAGING CORPLET/RED MANAGING CORPLET/RED MANAGING CORPLET/RED MANAGING CORPLET/RED MATTVATTOR PEDFIZ/RED Labol Lebol	312 312 312 312 312 312 312 312 313 311 310 312	8.9839744 9.3365385 9.2500000 9.1634615 9.3461538 9.4038466 9.20228 9.0897436 9.0897436 9.0816667 8.839228 8.1891026 Mean 8.90625000 9.3229167 9.2500000 9.25000000	1.3333707 1.0106562 1.0585739 1.1653230 1.0153411 0.9405399 1.00152416 1.02731276 1.7274300 1.3771891 2.703506 1.8390573 Std Dev 1.4731143 1.080845 0.5947229	2.0000000 4.000000 4.000000 4.000000 4.000000 4.0000000 0 2.0000000 0 Winimum 3.0000000 5.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R350URS R370URS R370URS R370URS R40URS R40URS R410URS R410URS R410URS R410URS R450URS R450URS R450URS R450URS R350URS R510URS R350URS R350URS R360URS R360URS R360URS R360URS R360URS R360URS R360URS R360URS	Labol DECOME IND & WORK ORP/REQ MANAGING CHANNER/REQ MANAGING CHANNER/REQ MANAGING CONTINUE C	312 312 312 312 312 312 312 312 312 312	8.9839744 9.3165385 9.16534615 9.16534615 9.3461538 9.403862 9.205128 8.7692308 8.7692308 8.7692308 8.7692308 9.012666 9.329268 8.8992283 7.04199355 8.1891026 8.9062500 9.3229167 9.2500000 9.33333333	1.3333707 1.016552 1.1630200 1.1630200 1.0153411 0.940539 1.0015241 1.3997386 1.3997386 1.3771891 2.7015006 1.8390573 Std Dev 1.4731143 1.4731143 1.4731143 1.0808845 0.5947229 1.0662280 1.0237978 1.0247978	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 2.0000000 Minimum 3.0000000 6.000000 6.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R35QUES R37QUES R37QUES R39QUES R44QUES R44QUES R44QUES R44QUES R44QUES R45QUES R45QUES R45QUES R45QUES R45QUES R45QUES R45QUES R45QUES R37QUES R37QUES R37QUES R37QUES R37QUES R40QUES R40QUES R40QUES R40QUES R40QUES R40QUES R40QUES R40QUES R40QUES	Label DECOMP NO THE CONTROL OF THE C	312 312 312 312 312 312 312 313 310 310 312 311 396 96 96 96 96 96	8.9839744 9.3365385 9.1634615 9.461538 9.4038462 9.7692208 9.089743 6.0416667 7.892280 8.992280 8.992280 9.2500000 9.2500000 9.2500000 9.3333333 9.3333333 9.3333333 9.3333333	1.3333707 1.0105562 1.0985739 1.0985739 1.1032411 0.9405399 1.0015241 1.3997986 1.2571176 1.7278300 1.7278300 1.7278300 1.8390573 Std Dev 1.4731143 1.0808845 0.9547229 1.0662280 1.0327956 1.3474736 1.4273756	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 2.0000000 2.0000000 0 Whinimum 3.0000000 6.000000 6.0000000 6.0000000 6.00000000	10.0000000 11.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R350URS R370URS R370URS R370URS R360URS R360URS R360URS R410URS R410URS R410URS R410URS R450URS R450URS R450URS R450URS R350URS R360URS R360URS R360URS R360URS R360URS R400URS R400URS R400URS R410URS R410URS R410URS	LANDI INC & WORK GRP/RED MANAGING CREATER MOTIVATING PROPILEY/RED MOTIVATING PROPILEY/RED MOTIVATING PROPILEY/RED MOTIVATING PROPILEY/RED MANAGING LANGE REATER LEVEL LEV	312 312 312 312 312 312 312 312 312 312	8.9839744 9.3165385 9.2034615 9.304615 9.4034615 9.403862 9.403862 9.403862 8.7692308 8.7692308 8.7692308 8.7692308 9.7016665 8.1891026 Mean 8.9962309 9.33333333 9.20833333 9.2083333	1.3333707 1.016552 1.058520 1.058520 1.05841 0.9405399 1.0015241 1.3997986 1.2777390 1.3777390 1.3777390 1.377390 1.377390 1.377390 1.377390 1.377390 1.377390 1.377390 1.377390 1.377390 1.373997 1.390539	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 2.00000000 2.00000000 3.00000000 5.0000000 6.0000000 6.0000000 2.0000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R35QUES R37QUES R37QUES R37QUES R44QUES R44QUES R44QUES R44QUES R44QUES R45QUES R35QUES R37QUES R37QUES R37QUES R37QUES R37QUES R39QUES R39QUES R44QUES	Labol Decom ID & WORK ORP/REQ MANAGING CHANNER/REQ MANAGING CHANNER/REQ MANAGING CONTINUE/REQ MANAGING CONTINUE/REQ MANAGING CONTINUE/REQ MANAGING CONTINUE/REQ METAP PROF CONTINUE/REQ METAP REQUIREMENTS (AND MANAGE LANGE METAPER/REQ MANAGE LANGE REATTONS/REQ MANAGE LANGE REATTONS/REQ MANAGE MANAGE MANAGE METAPE REATTONS/REQ MANAGEMENT REQUIREMENT REQUIREMENT REQUIREMENT REQUIREMENT REATTONS/REQ MANAGEMENT REQUIREMENT REQUIREMENT REATTONS/REQ MANAGEMENT REATTONS/REQ M	312 312 312 312 312 312 312 312 312 312	8.9839744 9.3365385 9.3461539 9.40384612 9.2055129 9.4081636 9.4038462 9.2055129 8.8992283 7.0415935 8.1851025 Mean 8.9062500 9.3233333 9.3333339 9.3333333 9.3333339 9.2504167 8.6145833	1.3333707 1.0105502 1.1630200 1.0153411 0.940539 1.0015241 1.2571176 1.7278300 1.3771891 2.7035006 1.8380573 Std Dev 1.4731143 1.080845 0.947129 1.0327956 1.1845078 1.34374716 1.43516216 1.34557956 1.1845078	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 2.0000000 0.0000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R5QURE R5QURE R3 SQURE R3 SQURE R4 SQURE R4 SQURE R4 SQURE R4 SQURE R4 SQURE R4 SQURE R5 SQURE R4 SQU	LANDI INCOMI ID A WORK GRY/REQ MANAGING CRANGE/REQ MANAGING CRANGE/REQ BETLINING TRANSCHIPTE TRANSCHIPTE LANDI INCOME IND & WORK GRY/REQ BUILDING TRANSCHIPTI LANDI INCOME IND & WORK GRY/REQ BUILDING TRANSCHIPTE BUILDING TRAN	312 312 312 312 312 312 312 312 312 312	8. 9839744 9. 1200000 9. 1634615 9. 461538 9. 4038462 9. 4038462 9. 4038462 9. 40387436 9. 40387436 9. 40387436 9. 40387436 9. 40387436 9. 1851026 9. 1851	1.3333707 1.026572 1.1630200 1.1630200 1.0536319 1.3907986 1.2571176 1.7278300 2.7075006 2.7075006 2.8390733 5td Dev 5td Dev 5	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 2.0000000 2.00000000 2.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R35QUES R37QUES R37QUES R37QUES R44QUES R44QUES R44QUES R44QUES R44QUES R45QUES R35QUES R37QUES R37QUES R37QUES R37QUES R37QUES R39QUES R39QUES R44QUES	Labol Decom ID & WORK ORP/REQ MANAGING CHANNER/REQ MANAGING CHANNER/REQ MANAGING CONTINUE/REQ MANAGING CONTINUE/REQ MANAGING CONTINUE/REQ MANAGING CONTINUE/REQ METAP PROF CONTINUE/REQ METAP REQUIREMENTS (AND MANAGE LANGE METAPER/REQ MANAGE LANGE REATTONS/REQ MANAGE LANGE REATTONS/REQ MANAGE MANAGE MANAGE METAPE REATTONS/REQ MANAGEMENT REQUIREMENT REQUIREMENT REQUIREMENT REQUIREMENT REATTONS/REQ MANAGEMENT REQUIREMENT REQUIREMENT REATTONS/REQ MANAGEMENT REATTONS/REQ M	312 312 312 312 312 312 312 312 312 311 310 312 96 96 96 96 96 96 96 96	8.9839744 9.3365385 9.3461539 9.40384612 9.2055129 9.4081636 9.4038462 9.2055129 8.8992283 7.0415935 8.1851025 Mean 8.9062500 9.3233333 9.3333339 9.3333333 9.3333339 9.2504167 8.6145833	1.3333707 1.0105502 1.1630200 1.0153411 0.940539 1.0015241 1.2571176 1.7278300 1.3771891 2.7035006 1.8380573 Std Dev 1.4731143 1.080845 0.947129 1.0327956 1.1845078 1.34374716 1.43516216 1.34557956 1.1845078	2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 2.0000000 0.0000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000

GRADE = L	CDR					- 4
Variable		N	Mean	Std Dev	Minimum	
	IMPOWR IND & WORK GRP/REQ		8.8139535	1.5622910	3.0000000	10.0000000
		43	9.3953488	1.1575741	5.0000000	10.0000000
R38OUES		43	9.2790698	1.1613945	6.0000000	10.0000000
R37QUES R38QUES R39QUES	MANAGING CHANGE/REQ MANAGING CONFLICT/REQ BUILDING TRAMMORE/REQ	43	9.3488372	0.9972276	7.0000000	10.0000000
R40QUES	BUILDING TEAMWORK/REQ	43	9.2325581	1.1513390	6.0000000	10.0000000
R40QUES R41QUES R42QUES	DEVLP POS ORGAN CLIMAT/REQ	43	9.4186047	0.9058686	7.0000000	10.0000000
R42QUES	MOTIVATING PEOPLE/REQ	43	9.4186047	0.9815575	6.0000000	10.0000000
R43QUES		43	8.6976744	1.1656775	5.0000000	10.0000000
R44QUES	DEVLP SUBORDINATES/REQ UNDRSTND ROLE CO & XO/REQ	43	9.1162791	1.0512872	7.0000000	10.0000000
RASQUES	PROM INNOVT & RISK BHVR/REQ	43	9.0697674 8.6744186	1.0778141	5.0000000	10.0000000
B 500 UES	MANAGE LABOR RELATIONS/REO	43	7.3953488	2.0718009	0.0000000	10.0000000
R510URS	MANG MULTI-CULT DIVESTY/REC	43	7.6046512	2.2901397	0	10.0000000
GRADE = C	THER					
Variable			Mean	Std Dev	Minimum	Maximum
	IMPOWR IND & WORK GRP/REQ			1.4396969	6.0000000	
		11	8.3636364	1.3618170	6.0000000	10.0000000
R38OUES	MANAGING CHANGE/REO	11	8.3636364	1.2060454	6.0000000	10.0000000
R39QUES	MANAGING CONFLICT/RED	11	8.2727273	1.1908744	6.0000000	10.0000000
		11	8.5454545	1.1281521	7.0000000	10.0000000
R41QUES	DEVLP POS ORGAN CLIMAT/REQ	11	8.5454545	0.9341987	7.0000000	10.0000000
R42QUES	MOTIVATING PEOPLE/REQ	11	8.6363636	1.1200649	7.0000000	10.0000000
R43QUES	EMPLY COORD MECHNSM/REQ	11	7.7272727	1.2720778	6.0000000	10.0000000
R44QUES	DEVLP SUBORDINATES/REQ	11	8.3636364	1.0269106	7.0000000	10.0000000
R45QUES R46QUES	UNDRSTND ROLE CO & XO/REQ PROM INNOVT & RISK BHVR/REO	11	8.3636364	1.5666989	5.0000000	9.0000000
R50QUES	MANAGE LABOR RELATIONS/REG	11	7.6363636 7.3636364	1.0269106	4.0000000	10.0000000
R510URS	MANG MULTI-CULT DIVESTY/REQ	11	7.6363636	1.7477258	4.0000000	9.00000000
GRADE ~ '	,					- 1
Variable	Label	N	Mean	Std Dev	Minimum	Maximu
	DELTA-IMPOWR IND & WORK GRP	3	0.6666667		0	
O37DRLTA	DELTA-BUILDING TRUST	3	0.6666667	0.5773503	ő	1.000000
			1.0000000	1,0000000	0	2.000000
Q39DELTA	DELTA-MANAGING CONFLICT	3	2.0000000	1.0000000	1.0000000	3.000000
Q40DELTA	DELTA-BUILDING TEAMWORK	2	2.0000000	0	2.0000000	2.000000
Q41DELTA	DELTA-DEVLP POS ORGAN CLIMAT	3	1.3333333	0.5773503		
Q42DELTA		3			1.0000000	2.000000
O43DRI/PA			1.3333333	0.5773503	1.0000000	2.000000
		3	1.3333333	0.5773503	1.0000000	2.000000 2.000000 2.000000
Q44DELTA Q45DELTA	DELTA-DEVLP SUBORDINATES	3	1.3333333	0.5773503 0.5773503 0.5773503	1.0000000	2.000000 2.000000 2.000000 1.000000
Q45DELTA	DELTA-DEVLP SUBORDINATES DELTA-UNDRSTND ROLE CO & XO	3 3	1.3333333 0.666667 1.3333333	0.5773503	1.0000000 1.0000000 0	2.000000 2.000000 2.000000 1.000000 2.000000
Q45DELTA Q46DELTA	DELTA-DEVLP SUBORDINATES DELTA-UNDRSTND ROLE CO & XO DELTA-PROM INNOVT & RISK BHVR	3 3 3	1.3333333 0.666667 1.3333333 2.0000000	0.5773503 0.5773503 0.5773503 0.5773503 0.5773503	1.0000000 1.0000000 0 1.0000000 2.0000000	2.000000 2.000000 2.000000 1.000000
Q45DELTA Q46DELTA Q50DELTA	DELTA-DEVLP SUBORDINATES DELTA-UNDRSTND ROLE CO & XO	3 3 3 3	1.3333333 0.666667 1.3333333	0.5773503 0.5773503 0.5773503 0.5773503 0.5773503	1.0000000 1.0000000 0	2.000000 2.000000 2.000000 1.000000 2.000000 2.000000
Q45DELTA Q46DELTA Q50DELTA	DELTA-DEVLP SUBORDINATES DELTA-UNDRSTED ROLE CO & XO DELTA-FROM INNOVT & RISK BEVR DELTA-MANAGE LABOR RELATIONS DELTA-MANG MULTI-CULT DIVESTY	3 3 3 3	1.3333333 0.6666667 1.3333333 2.0000000 2.6666667	0.5773503 0.5773503 0.5773503 0.5773503 0.5773503	1.0000000 1.0000000 0 1.0000000 2.000000 1.000000	2.000000 2.000000 2.000000 1.000000 2.000000 4.000000
Q45DELTA Q46DELTA Q50DELTA Q51DELTA	DELFA-DEVLP SUBORDINATES DELFA-UNDRSTND ROLE CO & XO DELFA-PROM INNOVT & RISS BEVR DELFA-MANAGE LABOR RELATIONS DELFA-MANAGE MULTI-CULT DIVESTY DELFA-MANAGE MULTI-CULT DIVESTY	3 3 3 3	1.3333333 0.6666667 1.333333 2.0000000 2.6666667	0.5773503 0.5773503 0.5773503 0.5773503 0.5773503	1.0000000 1.0000000 0 1.0000000 2.000000 1.000000	2.000000 2.000000 1.000000 2.000000 2.000000 4.000000 1.000000
Q45DELTA Q46DELTA Q50DELTA Q51DELTA GRADE = 2 Variable Q35DELTA	DELTA-DEVLP SUBCEDIBATES DELTA-UNDESTUD ROLE CO & XO DELTA-PROM INNOVI & RISK BRYG DELTA-MANGE LANGE RELATIONS DELTA-MANGE LANGE RELATIONS DELTA-MANGE HOLET-CULT DIVERTI LANGE LANGE LANGE RELATIONS DELTA-MANGE HOLET-CULT DIVERTI LANGE LANGE LANGE LANGE RELATIONS DELTA-LINFONS IND & WORK GRP	3 3 3 3 3 3 3	1.3333333 0.6666667 1.333333 2.0000000 2.6666667 0	0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 1.5275252 1.0000000	1.000000 1.000000 0 1.000000 2.000000 1.000000 -1.000000	2.000000 2.000000 1.000000 2.000000 2.000000 4.000000 1.000000 Maximu
Q45DELTA Q46DELTA Q50DELTA Q51DELTA GRADE = 2 Variable Q35DELTA Q37DELTA	DELTA-DEVLP SUBCEDIBATES DELTA-UNDESTUD DELE CO & XO DELTA-PROM INNOVI & RISK BHYE DELTA-HAMBE LANDR RELATIONS DELTA-HAMBE MULTI-CULT DIVESTI DELTA-MAND MULTI-CULT DIVESTI DELTA-LIFONE IND & WORK GRP DELTA-LIFONE IND & WORK GRP DELTA-DELIAD DELTA-DELIAD TRUST	3 3 3 3 3 3 3	1.3333333 0.666665 1.333333 2.0000000 2.6666667 0	0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 1.5275252 1.00000000	1.000000 1.000000 0 1.000000 2.000000 -1.000000 -1.000000 Minimum -2.0000000	2.000000 2.000000 2.000000 1.000000 2.000000 4.000000 1.000000 Haximu 1.000000 2.000000
Q45DELTA Q46DELTA Q50DELTA Q51DELTA GRADE = A Variable Q35DELTA Q37DELTA Q37DELTA Q38DELTA	DELTA-MOVED SUDGENINATES DELTA-MOVED ROLE OS & XO DELTA-PROM INNOVI & RISK BUY DELTA-MOMBINATION DELTA-MANAGE LAGOR RELATIONE DELTA-MANAGE MOLETI-COLF DIVERTY LIM Label DELTA-MOVED IND & RORE GRP DELTA-MOVED IND & RORE GRP DELTA-MOUNT CHANGE	3 3 3 3 3 3 3 3 3 10 10	1.3333333 0.6666667 1.333333 2.0000000 2.6666667 0	0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 1.0000000 std Dev 0.9428090 0.9944289 1.2692955	1.000000 1.000000 2.000000 1.000000 -1.000000 Minimum -2.000000 -2.000000	2.000000 2.000000 2.000000 1.000000 2.000000 4.000000 1.000000 Haximu 1.000000 2.000000
Q45DELTA Q45DELTA Q50DELTA Q51DELTA GRADE = A Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q39DELTA	DELTA-BULD SUBGRINATES DELTA-SENSIN BOLE CO & XO DELTA-PROMISSIN BOLE CO & XO DELTA-BOLE BOLE CO & XO DELTA-BOLE BOLE CO & XO DELTA-BOLL DINO THOS DELTA-BOLL DINO THOS DELTA-BOLL DINO CONFLICT	3 3 3 3 3 3 3 3 3 10 10 10	1.3333333 0.6666667 1.3333333 2.0000000 2.6666667 0 Mean 0.1000000 0.5000000 0.8000000	0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 0.0000000 25td Dev 0.942809 0.9944289 1.2692955 1.292726	1.0000000 1.0000000 1.0000000 2.0000000 1.0000000 -1.0000000 -1.0000000 -2.0000000 -2.0000000 -2.0000000	2.000000 2.000000 2.000000 2.000000 4.000000 1.000000 1.000000 Maximu 1.000000 2.000000 2.000000 2.000000
Q45DELTA Q45DELTA Q50DELTA Q51DELTA GRADE = 2 Variable Q35DELTA Q37DELTA Q36DELTA Q36DELTA Q40DELTA Q40DELTA	DELTA-DEVLE SUDGESTANTES DELTA-DEVLE SUDGESTANTES DELTA-PROME INNOVE A RISE BEVE DELTA-PROME INNOVE A RISE BEVE DELTA-MANS MULTI-OULT DIVESTI LABOI DELTA-MANDEN DELTA-GUE SUGGESTANTES DELTA-MANDEN DELTA-BUILDING TRUSS	3 3 3 3 3 3 3 3 3 10 10 10 10	1.333333 0.6666667 1.3333333 2.0000000 2.6666667 0 Mean 0.1000000 0.5000000 0.8000000 0.3000000	0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 1.5275252 1.00000000 std Dev 0.9428090 0.9944289 1.2692955 1.2592726 1.1595018	1.0000000 1.0000000 2.000000 1.000000 -1.000000 -1.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000	2.000000 2.000000 2.000000 2.000000 2.000000 4.000000 1.000000 1.000000 2.000000 2.000000 2.000000 2.000000 2.000000
Q45DELTA Q46DELTA Q50DELTA Q50DELTA Q51DELTA Variable Q35DELTA Q37DELTA Q39DELTA Q40DELTA Q40DELTA Q41DELTA Q41DELTA	DELTA-DEVLE SUDGESTANTES BELTA-DEVLE SUDGESTANTES BELTA-DEVLE SUDGESTANTES BELTA-LASAGE TO COMMISSION SUDGESTANTES DELTA-MANAGE LANGE RELATIONS DELTA-MANAGE LANGE RELATIONS DELTA-LINFORM IND & WORK GRP DELTA-MANAGING CHARGE DELTA-MANAGING CHARGE DELTA-MANAGING CHARGE DELTA-MANAGING CHARGE	3 3 3 3 3 3 3 3 3 10 10 10 10 10	1.3333333 0.6666667 1.3333333 2.0000000 2.6666667 0 Mean 0.1000000 0.5000000 0.8000000 0.3000000 0.2000000	0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 0.5275250 1.0000000 25td Dev 0.9428090 0.9944289 1.2692955 1.292726 1.155018	1.000000 1.000000 2.000000 1.000000 1.000000 1.000000 -1.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000	2.000000 2.000000 2.000000 2.000000 4.000000 1.0000000 1.0000000 2.000000 2.000000 2.000000 2.000000 2.000000
Q46DELTA Q46DELTA Q50DELTA Q51DELTA Q51DELTA GRADE = ** Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q41DELTA Q41DELTA	DELTA-DEVLE SUDGENINATES DELTA-DEVLE SUDGENINATES DELTA-DEVLE SUDGENINATES DELTA-MANAGE LAGOR RELATIONS DELTA-MANAGE LAGOR RELATIONS DELTA-MANAGE LAGOR RELATIONS DELTA-BOULDING TRUET DELTA-BOULDING TRUET DELTA-BOULDING CONFLICT DELTA-BOU	3 3 3 3 3 3 3 3 3 10 10 10 10 10 10	1.333333 0.6666667 1.333333 2.0000000 2.6666667 0 0.1000000 0.5000000 0.8000000 0.3000000 0.2000000	0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 1.5275252 1.0000000 std Dev 0.9428090 0.9944289 1.260295 1.259275 1.1559501 1.152924 1.152924 1.152924	1.0000000 1.0000000 2.0000000 2.0000000 -1.0000000 -1.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000	2.000000 2.000000 2.000000 2.000000 4.000000 4.000000 4.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000
Q45DELTA Q45DELTA Q50DELTA Q51DELTA GRADE = A Variable Q35DELTA Q37DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q41DELTA	DELTA-SHELD SUDGEDINATES BULLA-UNRESHED SOLE OF & SUBLIA-UNRESHED SOLE OF & SUBLIA-UNRESHED SOLE OF & SUBLIA-UNRESHED SOLE OF & SUBLIA-UNRESHED SOLE OF SUBLIA-UNRESHED SOLE OF SUBLIA-UNRESHED SOLE OF SUBLIA-UNRESHED SUBJECT-SUBLIA-UNRESHED SUBJECT-SUBLIA-UNRESHED SUBJECT-SUBLIA-UNRESHED SUBJECT-SUBLIA-UNRESHED SUBJECT-SUBLIA-UNRESHED SUBJECT-SUBJE	3 3 3 3 3 3 3 3 3 10 10 10 10 10	1.333333 0.666667 1.333333 2.0000000 2.666667 0 0 0.100000 0.500000 0.800000 0.800000 0.200000 0.200000 0.400000	0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 0.572525 1.000000000000000000000000000000000000	1.0000000 1.0000000 2.0000000 2.0000000 -1.0000000 -1.0000000 -1.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.00000000 -2.00000000 -2.00000000 -2.00000000 -2.00000000 -2.00000000 -2.00000000 -2.00000000 -2.00000000	2.000000 2.000000 2.000000 2.000000 4.000000 1.0000000 1.0000000 2.000000 2.000000 2.000000 2.000000 2.000000
Q45DELTA Q45DELTA Q50DELTA Q51DELTA GRADE = A Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q40DELTA Q40DELTA Q43DELTA Q43DELTA Q43DELTA	DELTA-DEVLE SUDGENINATES DELTA-DEVLE SUDGENINATES DELTA-DEVLE SUDGENINATES DELTA-MANAGE LAGOR RELATIONS DELTA-MANAGE LAGOR RELATIONS DELTA-MANAGE LAGOR RELATIONS DELTA-BOULDING TRUET DELTA-BOULDING TRUET DELTA-BOULDING CONFLICT DELTA-BOU	3 3 3 3 3 3 3 3 3 10 10 10 10 10 10 10 10	1.333333 0.6666667 1.333333 2.0000000 2.6666667 0 0.1000000 0.5000000 0.8000000 0.3000000 0.2000000	0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 1.5275252 1.0000000 std Dev 0.9428090 0.9944289 1.260295 1.259275 1.1559501 1.152924 1.152924 1.152924	1.0000000 1.0000000 2.0000000 2.0000000 -1.6000000 -1.6000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000	2.000000 2.000000 2.000000 2.000000 4.000000 4.000000 1.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000
Q45DELTA Q50DELTA Q50DELTA Q50DELTA Q51DELTA Q31DELTA Q35DELTA Q35DELTA Q35DELTA Q40DELTA Q40DELTA Q42DELTA Q42DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA	DECEA-SHEEP STOROGENEES BUENA-ORDERSTOR SOLE CO & 20 BUENA-ORDERSTOR SOLE CO & 20 BUENA-ARMAGE LAGOR RECATORS BUENA-ARMAGE LAGOR RECATORS BUENA-ARMAGE LAGOR RECATORS BUENA-ARMAGE SOLET-COLT DIVERTI LABOL BUENA-SHORE SOLET COLT DIVERTI BUENA-SHORE SOLET COLT DIVERTI BUENA-ARMAGINE CONSTICT BUENA-ARMAGINE CONSTICT BUENA-ARMAGINE CONSTICT BUENA-ARMAGINE SOURTICT BUENA-BUE	3 3 3 3 3 3 3 3 3 3 3 10 10 10 10 10 10 10 10 10 10 10 10 10	1.333333 0.6666667 1.333333 2.0000000 2.666667 0 0 0.100000 0.5000000 0.800000 0.2000000 0.2000000 0.4000000 0.4000000 0.4000000 0.4000000	0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 0.5773503 0.572525 1.00000000 Std Dev 0.9942899 1.2692955 1.2192726 1.1595018 1.1595018 1.1595018 1.1595018 1.1595018 1.1595018 1.1595018	1.0000000 1.0000000 2.0000000 2.0000000 1.0000000 -1.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000	2.000000 2.000000 1.000000 2.000000 2.000000 4.000000 4.000000 4.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.00000000
Q45DELTA Q45DELTA Q50DELTA Q50DELTA Q51DELTA Q51DELTA Q37DELTA Q37DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q44DELTA Q44DELTA Q45DELTA Q45DELTA Q45DELTA	DELTA-SHEEP STORONDINGES BUTA-SHEEP SOLO OL A 20 AND SOLO OLD OLD OLD OLD OLD OLD OLD OLD OLD	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	1.333333 0.6666667 1.333333 2.0000000 2.666667 0 0 0.1000000 0.5000000 0.5000000 0.3000000 0.3000000 0.2000000 0.2000000 0.2000000 0.2000000 0.2000000	0.5773503 0.5773503 0.5773503 0.5773503 1.5275252 1.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.00000000	1.0000000 1.0000000 2.0000000 2.0000000 1.0000000 -1.8000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000	2.000000 2.000000 2.000000 2.000000 4.000000 4.000000 1.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000

GRADE = 0	CAPT					
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
035DRLTA	DELTA-IMPONE IND & WORK GRP	311	0.6591640	1.4589782	-5.0000000	
		311		1.2945114	-5.0000000	5.0000000
	DELTA-MANAGING CHANGE	311	0.9678457	1.5172965	-5.0000000	7.0000000
	DELTA-MANAGING CONFLICT	311	1.1575563	1.7627688		9.0000000
Q40DELTA	DELTA-BUILDING TEAMWORK	310	0.8516129	1.5042273	-5.0000000	6.0000000
Q41DELTA	DELTA-DEVLP POS ORGAN CLIMAT	311	0.9389068	1.4321642	-5.0000000	7.0000000
Q42DELTA	DELTA-MOTIVATING PEOPLE DELTA-EMPLY COORD MECHNSM	311	0.9678457	1.6358701	-5.0000000 -4.0000000	6.0000000
Q43DELTA	DELTA-DEVLP SUBORDINATES	311	0.6591640	1.5344132	-5.0000000	7.0000000 6.0000000
045DELTA	DELTA-UNDRSTND ROLE CO & XO	311	0.8199357	2.2011114	-10.0000000	8.0000000
046DELTA	DELTA-PROM INNOVT & RISK BHVR	310	0.7322581	1.7411611		
O50DELTA	DELTA-MANAGE LABOR RELATIONS	309	1.9255663	2.9050382	-7.0000000	10.0000000
Q51DELTA	DELTA-MANG MULTI-CULT DIVESTY	311	0.7202572	1.9581611	-9.0000000	7.0000000 10.0000000 6.0000000
GRADE = 0	CDR					
Variable	Label	N	Mean	Std Dev	Minimum	
O35DRI/TA	DELTA-IMPOWR IND & WORK GRP				-5.0000000	
Q37DELTA	DELTA-BUILDING TRUST	95			-4.0000000	
Q38DELTA	DELTA-MANAGING CHANGE	96	1.2291667	1.6123155	-2.0000000	6.0000000
Q39DELTA	DELTA-MANAGING CONFLICT	96	1.5000000	1.7411430	-3.0000000	7.0000000
Q40DELTA	DELTA-MANAGING CHANGE DELTA-MANAGING CONFLICT DELTA-BUILDING TEAMWORK DELTA-DEVLF FOS ORGAN CLIMAT	96	1.1145833	1.6148638	-3.0000000	5.0000000
Q41DELTA	DELTA-DEVLP POS ORGAN CLIMAT	96	1.1770833	1.6732873	-4.0000000	6.0000000
Q42DELTA	DELTA-MOTIVATING PEOPLE	96 96 96	1.4062500	1.6516539	-4.0000000 -4.0000000	6.0000000
Q43DBLTA	DELTA-EMPLY COORD MECHNSM DELTA-DEVLP SUBORDINATES	96	1.0937500	1.4873369	-2.0000000	5.0000000
O45DMLTA	DELTA-UNDESTED BOLE CO 6 XO	96	1.2604167	2.4761804	-10.0000000	9.0000000
O46DRLTA	DELTA-UNDRSTND ROLE CO & XO DELTA-PROM INNOVT & RISK BHVR	96	0.9375000	1.7877507	-5.0000000	5.0000000
O50DELTA	DELTA-MANAGE LABOR RELATIONS	96	2.1770833	3.0122375	-7.0000000	9.0000000
Q51DELTA	DELTA-MANG MULTI-CULT DIVRSTY	96	0.6562500	2.2703031	-9.0000000	7.0000000
GRADE = I						
GRADE = I		N	Mean	Std Dev	Minimum	
Variable	Label					
Variable Q35DELTA Q37DELTA	Label DELTA-IMPOWR IND 4 WORK GRP DELTA-BUILDING TRUST	43 43	0.8837209 0.7441860	1.6505310	-2.0000000	5.0000000
Variable Q35DELTA Q37DELTA	Label DELTA-IMPOWR IND 4 WORK GRP DELTA-BUILDING TRUST	43 43	0.8837209 0.7441860	1.6505310 1.1566171 1.1993908	-2.0000000 -2.0000000 -3.0000000	5.0000000
Variable Q35DELTA Q37DELTA	Label DELTA-IMPOWR IND 4 WORK GRP DELTA-BUILDING TRUST	43 43	0.8837209 0.7441860	1.6505310 1.1566171 1.1993908 1.3595159	-2.0000000 -2.0000000 -3.0000000 -2.0000000	5.0000000 4.0000000 4.0000000 5.0000000
Variable Q35DELTA Q37DELTA	Label DELTA-IMPOWR IND 4 WORK GRP DELTA-BUILDING TRUST	43 43	0.8837209 0.7441860	1.6505310 1.1566171 1.1993908 1.3595159 1.2711119	-2.0000000 -2.0000000 -3.0000000 -2.0000000 -2.0000000	5.0000000 4.0000000 4.0000000 5.0000000 4.0000000
Variable Q35DELTA Q37DELTA Q38DELTA Q40DELTA Q40DELTA	Label DELTA-IMPOWR IND 4 WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-MANAGING CONFLICT DELTA-BUILDING TEAMNORK DELTA-BUILDING TEAMNORK DELTA-BUYLD POS ORGAN CLIMAT	43 43	0.8837209 0.7441860	1.6505310 1.1566171 1.1993908 1.3595159 1.2711119 1.3360990	-2.0000000 -2.0000000 -3.0000000 -2.0000000 -2.0000000	5.0000000 4.000000 5.000000 4.000000 5.000000
Variable Q35DELTA Q37DELTA Q38DELTA Q40DELTA Q40DELTA	Label DELTA-IMPOWR IND 4 WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-MANAGING CONFLICT DELTA-BUILDING TEAMNORK DELTA-BUILDING TEAMNORK DELTA-BUYLD POS ORGAN CLIMAT	43 43	0.8837209 0.7441860	1.6505310 1.1566171 1.1993908 1.3595159 1.2711119 1.3360990 1.5052511	-2.0000000 -2.0000000 -3.0000000 -2.0000000 -2.0000000 -2.0000000	5.000000 4.000000 4.000000 5.000000 4.000000 5.000000
Variable Q35DELTA Q37DELTA Q38DELTA Q40DELTA Q40DELTA	Label DELTA-IMPOWR IND 4 WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-HANAGING CONFLICT DELTA-BUILDING TEAMNORK DELTA-BUILDING TEAMNORK DELTA-BUYLD POS ORGAN CLIMAT	43 43 43 43 43 43 43 43	0.8837209 0.7441860 0.8837209 1.0930233 0.8372093 1.0232558 1.1395349 1.4186047	1.6505310 1.1566171 1.1993908 1.3595159 1.2711119 1.3360990 1.5052511 1.7075819	-2.000000 -2.0000000 -3.000000 -2.000000 -2.000000 -2.000000 -2.000000	5.0000000 4.0000000 5.0000000 4.0000000 5.0000000 5.0000000 5.0000000
Variable 035DRLTA 037DBLTA 038DBLTA 039DBLTA 040DELTA 041DBLTA 042DBLTA 043DBLTA 044DBLTA 044DBLTA	Label DELLA-INFORE IND & WOOK GRP DELLA-MUNICIPE TRUE DELLA-MUNICIPE TRUE DELLA-MUNICIPE CRANGE DELLA-BULLDING TEXMEGOR DELLA-BULLDING TEXMEGOR DELLA-MUNICATING PROFILE DELLA-MUNICATING PROFIL	43 43	0.8837209 0.7441860 0.8837209 1.0930233 0.8372093 1.0232558 1.1395349 1.4186047 0.9069767	1.6505310 1.1566171 1.1993908 1.3595159 1.2711119 1.3360990 1.5052511 1.7075819	-2.0000000 -2.0000000 -3.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000	5.0000000 4.0000000 4.0000000 5.0000000 5.0000000 5.0000000 5.0000000 5.0000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q44DELTA Q44DELTA Q45DELTA Q45DELTA	Label DELTA-IMPOWR IND 4 WORK GRP DELTA-DUILDING THOUT DELTA-MUNICIPE THOUT DELTA-MUNICIPE CONFLICT DELTA-BULDING TEXAMORIES DELTA-BULDING TEXAMORIES DELTA-MUNICIPE FOOD REAL DELTA-MUNICATION PROPLE DELTA-MUNICATION PROPLE DELTA-MUNICATION PROPLE DELTA-MUNICATION PROPLE DELTA-MUNICATION DELTA-MUNICATION PROPLE DELTA-MUNICATION ORDER DELTA-MU	43 43 43 43 43 43 43 43 43	0.8837209 0.7441860 0.8837209 1.0930233 0.8372093 1.0232558 1.1395349 1.4186047 0.9069767 1.5348837	1.6505310 1.1566171 1.1993908 1.3595159 1.2711119 1.3360990 1.5052511 1.7075819 1.5246226 2.1968466	-2.0000000 -2.0000000 -3.0000000 -2.000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000	5.0000000 4.0000000 5.0000000 4.0000000 5.0000000 5.0000000 5.0000000 5.0000000 5.0000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q42DELTA Q45DELTA Q45DELTA Q45DELTA Q55DELTA	LABEL DELTA-INFORMS IND A WORK ORP DELTA-MANDIDING TRUST DELTA-MANDIDING CAMPIE DELTA-MANDIDING CONFLICT DELTA-MANDIDING CONFLICT DELTA-MANDIDING CONFLICT DELTA-MOTIDING TEMPORIA DELTA-MOTIDING TEMPORIA DELTA-MOTIDING TEMPORIA DELTA-MOTIDING CONFLICT DELTA-MOTIDING CONFLICT DELTA-DELTA DELTA CONFLICT DELTA-DENTATION PROPER DEL	43 43 43 43 43 43 43 43 43 43	0.8837209 0.7441860 0.8837209 1.093023 0.8372093 1.0232558 1.1395349 1.4186047 0.9069767 1.5348837 0.8837209 2.46551163	1.6505310 1.1566171 1.1993908 1.3595159 1.2711119 1.3360990 1.5052511 1.7075819 1.5246226 2.1968466 1.4993539 3.0106860	-2.0000000 -2.0000000 -3.0000000 -2.000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -6.0000000	5.0000000 4.0000000 4.0000000 5.0000000 5.0000000 5.0000000 5.0000000 5.0000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q42DELTA Q45DELTA Q45DELTA Q45DELTA Q55DELTA	Label DELTA-IMPOWR IND 4 WORK GRP DELTA-DUILDING THOUT DELTA-MUNICIPE THOUT DELTA-MUNICIPE CONFLICT DELTA-BULDING TEXAMORIES DELTA-BULDING TEXAMORIES DELTA-MUNICIPE FOOD REAL DELTA-MUNICATION PROPLE DELTA-MUNICATION PROPLE DELTA-MUNICATION PROPLE DELTA-MUNICATION PROPLE DELTA-MUNICATION DELTA-MUNICATION PROPLE DELTA-MUNICATION ORDER DELTA-MU	43 43 43 43 43 43 43 43 43 43	0.8837209 0.7441860 0.8837209 1.0930233 0.8372093 1.0232558 1.1395349 1.4186047 0.9069767 1.5348837 0.8837209	1.6505310 1.1566171 1.1993908 1.3595159 1.2711119 1.3360990 1.5052511 1.7075819 1.5246226 2.1968466 1.4993539 3.0106860	-2.0000000 -2.0000000 -3.0000000 -2.000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -6.0000000	5.0000000 4.0000000 5.0000000 5.0000000 5.0000000 5.0000000 5.0000000 10.0000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q42DELTA Q45DELTA Q45DELTA Q45DELTA Q55DELTA	LEADS: DELTA-MPONE IND 4 WORK GRP DELTA-HOLLING TRUST DELTA-HOLLING TRUST DELTA-HAMMADING CONFLICT DELTA-HAMMADING CONFLICT DELTA-HAMMADING CONFLICT DELTA-HAMMADING CONFLICT DELTA-HAMMADING TAMMADING DELTA-HAMMADING TAMMADING DELTA-HAMMADING CO 4 NO DELTA-HAMMADING TAMMADING DELTA-HAMMADING TAMMADING NOVEL DELTA-HAMMADING NOVEL-COLIT DIVERTY	43 43 43 43 43 43 43 43 43 43 43 43	0.8837209 0.7441860 0.8837209 1.0930233 0.8372093 1.0232558 1.1395349 1.4186047 0.9069767 1.5348837 0.8837209 2.4651163 0.3255814	1.6505310 1.1566171 1.1993908 1.3595159 1.2711119 1.3360990 1.5052511 1.7075819 1.5246226 2.1968466 1.4993519 3.0106860 1.6434709	-2.0000000 -2.0000000 -3.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -5.000000 -5.0000000	5.0000000 4.0000000 5.0000000 5.0000000 5.0000000 5.0000000 6.0000000 4.0000000 4.00000000 4.00000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q41DELTA Q45DELTA Q50DELTA Q50DELTA Q50DELTA Q50DELTA	LEAN-I DELTA-IMPORT IND & WORK GRP DELTA-IMPORT IND & WORK GRP DELTA-BUILDING TROOT DELTA-BUILDING TROOT DELTA-BUILDING TRAMMORK DELTA-BUILDING TRAMMORK DELTA-BUILDING TRAMMORK DELTA-BUILDING TRAMMORK DELTA-BUILDING TROOT TOTAL THERE	43 43 43 43 43 43 43 43 43 43 43	0.8837209 0.7441860 0.8837209 1.0930233 0.8372093 1.0232558 1.139349 1.4186047 1.966947 1.86947 1.86947 1.38937209 2.4651163 0.3255814	1.6505310 1.1566171 1.1993908 1.3595159 1.271119 1.3360990 1.5052511 1.7075819 1.5246226 2.1366466 1.4993539 3.4106860 1.6434709	-2.0000000 -2.0000000 -3.0000000 -2.000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -6.0000000	5.0000000 4.0000000 5.0000000 5.0000000 5.0000000 5.0000000 6.0000000 10.0000000 4.0000000 4.0000000
VARIABLE Q35DELTA Q37DELTA Q36DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q44DELTA Q45DELTA Q45DELTA Q50DELTA Q50DELTA Q50DELTA	LABOL DELTA-INFORT IND & WORK CEP DELTA-AMBRITHO CHANGE DELTA-AMBRITHO CHANGE DELTA-AMBRITHO CHANGE DELTA-AMBRITHO CONTILION DELTA-CHANGE DELTA-CHAN	43 43 43 43 43 43 43 43 43 43 43	0.8837209 0.7441860 0.8837209 1.0930233 0.837209 1.0232558 1.1395349 1.4186047 0.9069767 1.5348837 0.837209 2.4551163 0.3255814	1.6505310 1.1566171 1.1993908 1.3595159 1.2711119 1.3360990 1.5052511 1.7075819 1.524626 2.1968466 1.499359 3.0106860 1.6434709	-2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -5.0000000 -5.0000000	5.0000000 4.0000000 5.0000000 5.0000000 5.0000000 5.0000000 5.00000000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA	DELTA-INFORE IND & WORK ORP DELTA-INFORE IND & WORK ORP DELTA-WOLLDEN TROOT BELTA-WOLLDEN TRANSPORT DELTA-WOLLDEN TRANSPORT DELTA-WOLLDEN TRANSPORT DELTA-WOLLDEN TRANSPORT DELTA-WOLLDEN TRANSPORT DELTA-WOLLDEN TRANSPORT DELTA-WOLLDEN TRANSPORT DELTA-WOLLDEN TRANSPORT DELTA-WOLLDEN TRANSPORT DELTA-WOLLDEN TRANSPORT THERE	43 43 43 43 43 43 43 43 43 43 43 43 13	0.8837209 0.7441860 0.8837209 1.0830233 1.1395349 1.1395349 1.1395349 0.9059767 0.8837209 2.46551163 0.3255814	1.6505310 1.1566171 1.1593908 1.3595159 1.271119 1.5052511 1.5052511 1.5072519 1.5246226 2.1568266 1.4993539 3.40106860 1.6434709 Std Dev 2.3001976 2.0135902	-2.000000 -2.000000 -3.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -5.000000 -5.000000 -5.000000	5.0000000 4.0000000 5.0000000 5.0000000 5.0000000 5.0000000 5.00000000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA	LABAL DELTA-INFORE IND & WORK CRP DELTA-INFORE IND & WORK CRP DELTA-ANAMATHE CHARGE BELTA-ANAMATHE CHARGE BELTA-ANAMATHE CHARGE BELTA-OFTEN THE SECRET BELTA-ANAMATHE CALL TO THE SECRET BELTA-ANAMATHE CALL TO THE SECRET BELTA-ANAMATHE SELECT TO THE SECRET BELTA-ANAMATHE SELECT TO THE SECRET BELTA-ANAMATHE SELECT TO THE SECRET BELTA-ANAMATHE SECRET THE S	43 43 43 43 43 43 43 43 43 43 43 43 13	0.8837209 0.7441800 0.8837209 1.0837209 1.0837209 1.0232558 1.1395349 0.9059767 0.8837209 0.8837209 0.8837209 0.9255814	1.6505310 1.1566171 1.1993908 1.3595159 1.2711119 1.3360990 1.5052511 1.7078819 3.042622 2.1968466 1.4993539 3.0106860 1.6234709 Std Dev 2.3001976 2.0135902 2.1362669	-2.0000000 -2.0000000 -3.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -3.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000	5.0000000 4.0000000 4.0000000 5.0000000 5.0000000 5.0000000 6.0000000000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA	LABAL DELTA-INFORE IND & WORK CRP DELTA-INFORE IND & WORK CRP DELTA-ANAMATHE CHARGE BELTA-ANAMATHE CHARGE BELTA-ANAMATHE CHARGE BELTA-OFTEN THE SECRET BELTA-ANAMATHE CALL TO THE SECRET BELTA-ANAMATHE CALL TO THE SECRET BELTA-ANAMATHE SELECT TO THE SECRET BELTA-ANAMATHE SELECT TO THE SECRET BELTA-ANAMATHE SELECT TO THE SECRET BELTA-ANAMATHE SECRET THE S	43 43 43 43 43 43 43 43 43 43 43 43 13	0.8837209 0.7441860 0.8837209 1.0830233 1.0330233 1.1325349 0.837203 1.4186047 0.9069767 0.8837209 2.46551163 0.3255814	1.6505310 1.1566171 1.1593908 1.3595159 1.2711319 1.3659810 1.37075819 1.707	-2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -3.000000 -5.000000 -5.000000 -5.000000 -3.000000 -3.000000 -3.000000 -1.0000000 -1.0000000	5.0000000 4.0000000 5.0000000 5.0000000 5.0000000 6.0000000 6.0000000 4.0000000 4.0000000 6.0000000000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA	LABAL DELTA-INFORE IND & WORK CRP DELTA-INFORE IND & WORK CRP DELTA-ANAMATHE CHARGE BELTA-ANAMATHE CHARGE BELTA-ANAMATHE CHARGE BELTA-OFTEN THE SECRET BELTA-ANAMATHE CALL TO THE SECRET BELTA-ANAMATHE CALL TO THE SECRET BELTA-ANAMATHE SELECT TO THE SECRET BELTA-ANAMATHE SELECT TO THE SECRET BELTA-ANAMATHE SELECT TO THE SECRET BELTA-ANAMATHE SECRET THE S	43 43 43 43 43 43 43 43 43 43 43 43 13	0.8837209 0.7441860 0.8837209 1.0937209 1.0937209 1.0232558 1.1395349 0.9069767 0.8837209 2.4551163 0.255814 Mean 0.9090999 1.1318182 1.2727273	1.6505310 1.1562171 1.1593190 1.15951159 1.3360990 1.5052511 1.7075819 1.5246226 1.4389263 1.4389363 1.4389363 1.4389363 1.4389363 1.4389363 1.4389363 1.4389363 1.4389363 1.4389363 1.4389363 1.4389363 1.4389363 1.4389363 1.4389363 1.4389363 1.4389363 1.4389363	-2.0000000 -2.0000000 -3.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000000	5.0000000 4.0000000 5.0000000 5.0000000 5.0000000 5.0000000 6.0000000 6.0000000 4.0000000 4.0000000 4.0000000 5.00000000 6.000000000000000000
Variable 035DELTA 035DELTA 035DELTA 035DELTA 035DELTA 045DELTA 045DELTA 045DELTA 045DELTA 045DELTA 045DELTA 045DELTA 045DELTA 051DELTA 051DELTA 051DELTA 051DELTA	LABAL DELTA-SHOWS IND & WORK CEP DELTA-SHOWS IND & WORK CEP DELTA-SWAMADING CHARGE BELLA-SWAMADING CONFLICT BELLA-SWAMADING CONFLICT BELLA-SWAMADING CONFLICT BELLA-SWAMADING CONFLICT BELLA-SWAMADING PROMAIN CLARK BELLA-SWAMADING PROMAIN CLARK BELLA-SWAMADING DELTA-SWAMADING DELTA-SWAMADING DELTA-SWAMADING DELTA-SWAMADING DELTA-SWAMADING DELTA-SWAMADING DELTA-SWAMADING DELTA-SWAMADING DELTA-SWAMADING CONFLICT BURLA-SWAMADING CONFLICT BURLA-SWAMADING CONFLICT BURLA-SWAMADING CONFLICT BURLA-SWAMADING CONFLICT BURLA-SWAMADING CONFLICT	43 43 43 43 43 43 43 43 43 43 43 11 11	0.8837209 0.7441860 0.88373 1.8837203 1.837203 1.0232558 1.1395349 1.4186047 0.5065767 1.488647 0.5065767 1.4887209 2.4651163 0.3255814	1.6505310 1.1566371 1.1566371 1.1566371 1.1566371 1.1566371 1.1566371 1.2711119 1.336090 1.5052511 1.70775819 1.5746226 1.4993539 3.0106860 1.6234709 Std Dev 2.3001976 2.0135902 2.1152669 1.9025996	-2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -3.0000000 -5.0000000 -5.0000000 -1.0000000 -1.0000000	5.0000000 4.0000000 5.0000000 5.0000000 5.0000000 6.0000000 6.0000000000
Variable Q35DELTA Q37DELTA Q36DELTA Q36DELTA Q36DELTA Q36DELTA Q36DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q51DELTA Q51DELTA Q51DELTA Q35DELTA Q35DELTA Q36DELTA Q36DELTA	LABAL DILETA-INFORT IND & WORK CRP DILETA-AMADATHO CRANGE DILETA-AMADATHO CRANGE DILETA-AMADATHO CRANGE DILETA-AMADATHO CRANGE DILETA-AMADATHO CONTILETA DILETA-CRANGE DILETA-AMADATHO COMBAN CLIMAT DILETA-AMADATHO CRANGE DILETA-AMADATHO CRANGE RICHARD DILETA-CRANGE RICHARD RICHARD DILETA-CRANGE RICHARD DILETA-CRANGE RICHARD RICHARD DILETA-CRANGE RICHARD	43 43 43 43 43 43 43 43 43 43 43 11 11 11	0.8837209 0.7441800 1.0930213 0.8372093 1.0232558 1.1195349 1.03067767 1.534887 0.8967767 1.534887 0.8967767 1.534887 0.8967767 1.534887 0.8967767 1.534887 0.8967767 1.534887 0.8967767 1.8967767 1.8967767 1.8967767 1.896787 1.896887 1.11818182 1.2727273 1.086887 1.0868	1.5505310 1.1566171 1.1566171 1.1566171 1.259159 1.2711199 1.3360991 1.5046226 2.1968466 1.499159 3.0106860 1.6434709 Std Dev 2.3001976 2.135902 2.1362669 1.92139 1.7380981 1.7380981 1.7380981	-2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -3.0000000 -5.0000000 -5.0000000 -5.0000000 -1.0000000 -1.0000000 -2.0000000	5.0000000 4.0000000 5.0000000 5.0000000 5.0000000 6.0000000 6.0000000000
Variable Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA Q5DELTA	LABATI DELTA-LIPOME IND A WORK GRP DELTA-MANASTHO CHANGE DELTA-MANASTHO CHANGE DELTA-MOVED FOR GRANGE DELTA-MOVED	43 43 43 43 43 43 43 43 43 43 11 11 11 11 11	0.8837200 0.8837200 1.0837203 1.0332556 1.0332556 1.185047 0.9069767 1.5348877 0.88377209 0.8257209 0.3255814 Mean 0.90690990 0.12727273 1.2727273 1.0909091 0.0909091 0.0909091	1.6505310 1.1566171 1.15991908 1.271119 1.336090 1.5052511 1.7075819 1.5246226 1.166466 1.6434709 Std Dev 2.3001976 2.0135902 2.136269 1.7580981 2.7580981 2.7580981 2.7580981	-2.0000000 -3.0000000 -3.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.00000000 -3.00000000 -3.0000000	5.0000000 4.0000000 5.0000000 5.0000000 5.0000000 5.0000000 6.0000000000
Variable Q35DELTA Q37DELTA Q35DELTA Q35DELTA Q35DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q55DELTA	LABAL DILETA-INFORT IND & WORK CRP DILETA-AMADATHO CRANGE DILETA-AMADATHO CRANGE DILETA-AMADATHO CRANGE DILETA-AMADATHO CRANGE DILETA-AMADATHO CONTILETA DILETA-CRANGE DILETA-AMADATHO COMBAN CLIMAT DILETA-AMADATHO CRANGE DILETA-AMADATHO CRANGE RICHARD DILETA-CRANGE RICHARD RICHARD DILETA-CRANGE RICHARD DILETA-CRANGE RICHARD RICHARD DILETA-CRANGE RICHARD	43 43 43 43 43 43 43 43 43 43 43 11 11 11 11 11 11	0.8837209 0.7441800 1.0930213 0.8372093 1.0232558 1.1195349 1.03067767 1.534887 0.8967767 1.534887 0.8967767 1.534887 0.8967767 1.534887 0.8967767 1.534887 0.8967767 1.534887 0.8967767 1.8967767 1.8967767 1.8967767 1.896787 1.896887 1.11818182 1.2727273 1.086887 1.0868	1.5505310 1.1566171 1.1566171 1.1566171 1.259159 1.2711199 1.3360991 1.5046226 2.1968466 1.499159 3.0106860 1.6434709 Std Dev 2.3001976 2.135902 2.1362669 1.92139 1.7380981 1.7380981 1.7380981	-2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -3.0000000 -5.0000000 -5.0000000 -5.0000000 -1.0000000 -1.0000000 -2.0000000	5.0000000 4.0000000 5.0000000 5.0000000 5.0000000 6.0000000 6.0000000000
Variable 035DELTA 037DELTA 037DELTA 035DELTA 040DELTA 040DELTA 041DELTA 041DELTA 045DELTA 050DELTA 040DELTA	LABAL DELTA-INFORE HED & WORK CEP- DELTA-ANAMOTHE CHARGE BELTA-ANAMOTHE CHARGE BELTA-ANAMOTHE CONFLICT BELTA-ANAMOTHE CONFLICT BELTA-ANAMOTHE CONFLICT BELTA-ANAMOTHE CONFLICT BELTA-BELTA-BELTA BELTA-BELTA	43 43 43 43 43 43 43 43 43 43 11 11 11 11 11 11	0.8837209 0.8837209 1.0930233 0.8372093 1.02332536 1.4232558 1.43860747 1.5348817 0.9069747 1.5348817 0.9069747 1.5348817 0.3255814 Mean 0.9069090 0.9536364 1.2727273 1.2727273 0.9069090 0.90690 0.9060 0.9060 0.9060 0.9060 0.9060 0.9060 0.9060 0.9060 0.9060 0.9060 0.9060 0.9060 0.9060 0.9060 0.9060 0.	1.5555130 1.1593908 1.3595159 1.3711139 1.336989 1.7711139 1.524626 2.1966466 3.106660 3.10660 3.	22.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.00000000	5.0000000 4.0000000 4.0000000 5.0000000 5.0000000 5.0000000 6.0000000000
Variable	LAND DELTA-SHOWS IND & WORK CEP- DELTA-SHOWS IND & WORK CEP- DELTA-WANDING CHANGE BELTA-WANDING CHANGE BELTA-WANDING CONSILET LAND LETA-WANDING CONSILET BELTA-WANDING CONSILET BELTA-W	43 43 43 43 43 43 43 43 43 43 11 11 11 11 11 11 11 11 11	0.8437209 0.8431860 0.8837209 1.0930233 0.8372093 0.8372093 1.1395349 1.4186047 0.8069767 1.8837209 2.4655163 0.3255814 0.9069909 0.5656364 0.906909 0.5656364 0.906909 0.9060	1. \$605310 1. \$1564171 1. \$1593908 1. \$3595159 1. \$7711119 1. \$7075819 1. \$7075819 1. \$40226 2. \$4093539 3. \$409359 3. \$409359	-2, 0000000 -3, 0000000 -3, 0000000 -2, 0000000 -2, 0000000 -2, 0000000 -2, 0000000 -2, 0000000 -3, 0000000 -5, 0000000 -5, 0000000 -1, 0000000 -1, 0000000 -1, 0000000 -2, 0000000 -2, 0000000 -3, 0000000 -3, 0000000 -3, 0000000 -3, 0000000 -3, 0000000 -3, 0000000 -3, 0000000 -2, 0000000 -2, 0000000 -3, 0000000 -3, 0000000 -3, 000000000 -3, 000000000 -3, 000000000 -3, 00000000 -3, 000000000 -3, 000000000 -3, 000000000000000000000000000000000000	5.0000000 4.0000000 4.0000000 5.0000000 5.0000000 5.0000000 5.0000000 5.0000000 6.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.00000000
Variable	LABAL DELTA-ADMONT IND A WOOL COP- DELTA-ADMONTING CRANNEL DELTA-ADMONTING CONTING DELTA-ADMONTING TORONT DELTA-ADMONT	43 43 43 43 43 43 43 43 43 43 43 11 11 11 11 11 11 11 11 11 11 11 11 11	0.8837209 0.7441860 0.8837209 1.09310233 0.023353 1.0335349 1.1395349 1.1395349 1.232534 0.8837209 0.8837209 0.8837209 0.8837209 0.8837209 0.15336364 1.1818182 0.9090090 0.905090901 0.905090901 0.905090901 0.905090901 0.9050909001 0.9050909001	1.6505310 1.1993006 1.3595159 1.27911119 1.3565159 1.27911119 1.31365990 1.77075819 1.75075819 1.5246226 2.1566426 2.1566426 2.1501376 2	-2, 0000000 -3, 0000000 -3, 0000000 -2, 0000000 -2, 0000000 -2, 0000000 -2, 0000000 -2, 0000000 -3, 0000000 -5, 0000000 -5, 0000000 -1, 0000000 -1, 0000000 -1, 0000000 -2, 0000000 -2, 0000000 -3, 0000000 -3, 0000000 -3, 0000000 -3, 0000000 -3, 0000000 -3, 0000000 -3, 0000000 -2, 0000000 -2, 0000000 -3, 0000000 -3, 0000000 -3, 00000000 -3, 00000000 -3, 00000000 -3, 00000000 -3, 00000000 -3, 00000000 -3, 00000000 -3, 00000000 -3, 00000000 -3, 00000000 -3, 00000000 -3, 00000000 -3, 00000000 -3, 00000000 -3, 00000000 -3, 00000000 -3, 000000000 -3, 000000000 -3, 000000000 -3, 000000000 -3, 000000000 -3, 000000000 -3, 000000000 -3, 000000000000000000000000000000000000	4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 5.00000000 4.0000000 6.000000000000 5.00000000000000

POSITION	= CO					- 1
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C35QURS	IMPOWR IND & WORK GRP/CUR	97	8.6082474	1.4109446	3.0000000	10.0000000
C37QUES C38QUES	BUILDING TRUST/CUR	97	8.7628866	1.3827298	4.0000000	10.0000000
C38QUES		97	8.3711340	1.5297030	3.0000000	10.0000000
C39QUES	MANAGING CONFLICT/CUR	97	7.9587629	1.8080694	2.0000000	10.0000000
	BUILDING TEAMWORK/CUR	97	8.5360825	1.4723978	4.0000000	10.0000000
C41QUES	DEVLP POS ORGAN CLIMAT/CUR	97	8.5979381	1.4695506	5.0000000	10.0000000
C42QUES	MOTIVATING PEOPLE/CUR	97	8.2680412	1.4826459	4.0000000	10.0000000
C43QUES	EMPLY COORD MECHNSM/CUR	97	7.9690722	1.6295041	4.0000000	10.0000000
C44QUES	DEVLP SUBORDINATES/CUR	97	8.4948454	1.4514627	4.0000000	10.0000000
C45QUES	UNDRSTND ROLE CO & XO/CUR	97	8.8350515	1.4410674	2.0000000	10.0000000
C46QUES	PROM INNOVT & RISK BEVR/CUR	97	8.3505155	1.5278064	4.0000000	10.0000000
	MANAGE LABOR RELATIONS/CUR	95	5.5263158	2.7438213	0	10.0000000
	MANG MULTI-CULT DIVRSTY/CUR		7.5567010	1.8594862	2.0000000	10.0000000
POSITION	- 70					
10011100	- 20					
Variable		25	Mean	Std Dev		
	IMPOWR IND & WORK GRP/CUR	72		1.3017834		10.0000000
C3/QUES	BUILDING TRUST/CUR	72	8.6388889	1.2368241		10.0000000
CREGORS	MANAGING CHANGE/CUR	72	8.222222	1.3132287	5.0000000	10.0000000
CRANGOES	MANAGING CONFLICT/CUR BUILDING TEAMWORK/CUR	72	8.0694444	1.4273623	4.0000000	10.0000000
				1.3295133		
	DEVLP POS ORGAN CLIMAT/CUR		8.3472222	1.2577615	4.0000000	10.0000000
C42Q028	MOTIVATING PEOPLE/CUR	72	8.1944444	1.4304425		10.0000000
C43QUES	EMPLY COORD MECHNSM/CUR DEVLP SUBORDINATES/CUR	72	7.8055556	1.4977814	4.0000000	10.0000000
C44QUES	DEVLP SUBORDINATES/CUR	72	8.2361111	1.3685919	4.0000000	10.0000000
0450028	UNDRSTND ROLE CO & XO/CUR	72		1.4426979	3.0000000	10.0000000
C46QUES	PROM INNOVT & RISK BHVR/CUR	72	8.0694444	1.6126820	4.0000000	
CSUQUES	MANAGE LABOR RELATIONS/CUR MANG MULTI-CULT DIVRSTY/CUR	72	5.1805556 7.6527778	2.5025417 1.6286149	3.0000000	10.0000000
Calgues	MANG MODII-CODI DIVESTI/COR	12	1.0521110	1.0200149	3.0000000	10.0000000
POSITION	= DH					
Variable	Label	N	Mean	Ord Day	Minimum	Maximum
C35QUES	IMPOWR IND & WORK GRP/CUR	44	7.8181818	1.7556914	3.0000000	10.0000000
		44	8.6136364	1.2615220	5.0000000	10.0000000
C38OUES	MANAGING CHANGE/CUR	44	8.0227273	1.5772899	2.0000000	10.0000000
C39QUES	MANAGING CONFLICT/CUR	44	7.5681818	2.0618092	1.0000000	10.0000000
C40QUES	MANAGING CHANGE/CUR MANAGING CONFLICT/CUR BUILDING TEAMHORK/CUR DEVLP POS ORGAN CLIMAT/CUR	44	8.4318182	1.4531078	4.0000000	10.0000000
C41QUES	DEVLP POS ORGAN CLIMAT/CUR	44	8.1818182	1.6321298	2.0000000	10.0000000
C420UES	MOTIVATING PROPIR/CUR	44	8.2954545	1.3043674	5.0000000	10.0000000
C43QUES	EMPLY COORD MECHNSM/CUR	44	7.0000000	2.1020477	0	10.0000000
C44QUES	DEVLP SUBORDINATES/CUR	44	8.2272727	1.2734066	4.0000000	10.0000000
C45QUES	UNDRSTND ROLE CO & XO/CUR	44	7.3181818	2.4756745	0	10.0000000
C46QUES	PROM INNOVT & RISK BEVR/CUR	44	7.6818182	1.7222582 2.6320315	2.0000000	10.0000000
C50QUES	MANAGE LABOR RELATIONS/CUR	44	4.1590909	2.6320315	0	10.0000000
C51QUES	MANG MULTI-CULT DIVRSTY/CUR	44	7.4318182	1.7035903	2.0000000	10.0000000
POSITION	= OPS					
Variable	Label	N	Mean	Std Dev	Minimum	
c35ours	IMPOWR IND & WORK GRP/CUR	16	7.5625000	2.3935678		10.0000000
C37OUES	BUILDING TRUST/CUR	16		1.3102163		10.0000000
		16	8.2500000	1.5275252		10.0000000
C39OUES	MANAGING CONFLICT/CUR	16	8.1250000	1.2041595	6.0000000	10.0000000
		16	8.2500000	1,9493589	3.0000000	10.0000000
C41QUES	DEVLP POS ORGAN CLIMAT/CUR	16	8.7500000	1.2909944	6.0000000	10.0000000
		16	8.6250000	1.4083087	5.0000000	10.0000000
C43OURS	EMPLY COORD MECHNSM/CUR	16	7.6875000	1.8518009	4.0000000	10.0000000
	DEVLP SUBORDINATES/CUR	16	8.7500000	1.3904436	6.0000000	10.0000000
C45QUES	UNDRSTND ROLE CO & MO/CUR	16	6.9375000	2.6949026	3.0000000	10.0000000
C46QUES	PROM INNOVT & RISK BHVR/CUR	16	8.0000000	2.6949026 1.8257419	5.0000000	10.0000000
C50QUES	MANAGE LABOR RELATIONS/CUR	16	4.5000000	3.1411251	0	10.0000000
			6.7500000	2.1134490		
COTOND	MANG MULTI-CULT DIVRSTY/CUR	16	6.7500000	2.1134490	3.0000000	10.0000000

POSITION	= DIR					
Variable	Label		Mean			
a3 Found	IMPOWR IND & WORK GRP/CUR					
C33QUE0	BUILDING TRUST/CUR	140	8.4642857	1.3645602	4.0000000	10.0000000
C31QUES	MANAGING CHANGE/CUR	140	8.2357143	1.5011301	4.0000000	10.0000000
C38QUES	MANAGENG COMPLECTOR	140	8.0928571	1.5309584	4.0000000	10.0000000
CASQUES	MANAGING CONFLICT/CUR BUILDING TEAMHORK/CUR	110	8.3093525	1.5220549	4.0000000	10.00000000
CAUQUES	BUILDING TEACHWORK/COR	139	8.2857143	1.4557537	4.0000000	10.0000000
	DEVLP POS ORGAN CLIMAT/CUR MOTIVATING PEOPLE/CUR	140	8.2142857	1.4631479	4.0000000	10.0000000
C42QUES	EMPLY COORD MECHNSM/CUR	140	7.8071429	1.6916912	3.0000000	10.0000000
C43QUES	EMPLY COORD MECHNSM/COR	140	8.3500000		3.0000000	
		140		1.5773806	3.0000000	10.0000000
C45QUES	UNDRSTND ROLE CO & XO/CUR PROM INNOUT & RISK BEVE/CUR MANAGE LABOR RELATIONS/CUR MANG MULTI-CULT DIVESTY/CUR	140	7.8571429	1.6296331	3.0000000	10.0000000
C46QUES	PROM INNOVY & RISK BHVR/CUR	139	7.9064748	1.6849379 2.6615433	3.0000000	10.0000000
CSGQUES	MANAGE LABOR RELATIONS/CUR	140	5.5500000	2.6615433	0	10.0000000
CSIQUES	MANG MULTI-CULT DIVESTY/CUR	140	7.2928571	2.0654626		10.0000000
POSITION	= OTHER					
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C32ORR	IMPOWR IND & WORK GRP/CUR	106	8.2924528			
C37QUES	BUILDING TRUST/CUR	105	8.7333333	1.2501282	5.0000000	10.0000000
				1.4974072	4.0000000	10.0000000
C39QUES	MANAGING CONFLICT/CUR BUILDING TEAMWORK/CUR	106	7.8867925	1.4756484	4.0000000	10.0000000
C40QUES	BUILDING TRAMNORK/CUR	105	8.5142857	1.3665952	5.0000000	10.0000000
C41QUES	DEVLP POS ORGAN CLIMAT/CUR	106	8.4528302		4.0000000	10.0000000
C42QUES	MOTIVATING PEOPLE/CUR	106	8.2547170	1.4078780	4.0000000	10.0000000
C43QUES	EMPLY COORD MECHNSM/CUR	106	7.6226415	1.8693153	0	10.0000000
C44QUES	DEVLP SUBORDINATES/CUR	106	8.3207547	1.5215729	4.0000000	10.0000000
C45QUES	UNDRSTND ROLE CO & MO/CUR	106	7.8018868	2.0904309	1.0000000	10.0000000
C46QUES	PROM INNOVT & RISK BHVR/CUR	106	7.8584906	1.8228114	2.0000000	10.0000000
C50QUES	MANAGE LABOR RELATIONS/CUR	106	4.5849057		0	10.0000000
C51QUES	DEVLY FOS ORGAN CLIMAT/CUR MOTIVATING FEOFLE/CUR EMPLY COORD MECHNSM/CUR DEVLY SUBORDINATES/CUR UNDESTNÖ ROLE CO & XO/CUR FROM INNOUT & RISK BEYR/CUR MANAGE LABOR RELATIONS/CUR MANG MULTI-CULT DIVRSTY/CUR	106	7.2924528	1.8359738	3.0000000	10.0000000
POSITION Variable		N	Mean	Std Dev	Minimum	Maximum
R35QUES	IMPOWR IND & WORK GRP/REQ	97	9.1546392	1.1487331	4.0000000	10.0000000
					4.0000000	10.0000000
R38QUES	MANAGING CHANGE/REQ	97	9.3402062	1.0496686	4.0000000	10.0000000
R39QUES	MANAGING CHANGE/REQ MANAGING CONFLICT/REQ BUILDING TEAMWORK/REQ	97	9.1649485	1.0376296	6.0000000	10.0000000
R40QUES	BUILDING TEAMWORK/REQ	97	9.3917526	1.0057823	6.0000000	10.0000000
			9.5463918	0.8167596	6.0000000	10.0000000
		97	9.3814433	1.1034350	4.0000000	10.0000000
R43OUES	EMPLY COORD MECHNSM/REQ	97	8.6804124	1.2628208	4.0000000	10.0000000
		97	9.2577320	1.0923822	6.0000000	10.0000000
R45QUES	UNDRSTND ROLE CO & XO/REQ	97	9.3402062	1.3298386	0	10.0000000
R46OUES	PROM INNOVT & RISK BHVR/REC	97	8.9278351	1,2520602	6.0000000	10.0000000
RECOURS	MANAGE LABOR RELATIONS/REO	95	7.2000000	1.2520602 2.4564288	0	10,0000000
R51QUES	MANAGE LABOR RELATIONS/REQ MANG MULTI-CULT DIVRSTY/REQ	97	8.2474227	1.7442222	1.0000000	10.0000000
POSITION	= X0					
Variable		N		Std Dev		Maximum
B350URS	IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ	72	9,1388889	1.0916528	6.0000000	10.0000000
R37OURS	BUILDING TRUST/BRO	72	9.4166667	1.0174533	5.0000000	10.0000000
BRANDERS	MANAGING CHANGE/REO	72	9.3333333	0.9494253	6.0000000	10.0000000
p390mgg	MANAGING CHANGE/REQ MANAGING CONFLICT/REQ BUILDING TEAMWORK/REQ	72	9.2777778	0.9673868	6.0000000	10.0000000
PACOUNG	BUILDING TRAMSORK/REG	72	9.5277778	0.8716541	6.0000000	10.0000000
RATOURS	DEVLP POS ORGAN CLIMAT/REQ	72	9.5138889	0.9037178	6.0000000	10.0000000
B42OURS	MOTIVATING PROPLE/REC	72	9.4027778	0.9140488	6.0000000	10.0000000
		22	8.9166667	1.1352235	5.0000000	10.0000000
	DRVI.P SUBORDINATES/REC	72	9.1805556	1.0254012	6.0000000	10.0000000
DAAOTIDO						10.0000000
R44QUES R45QUES	HINDROTHD BOLE CO & XC/PPO					
R44QUES R45QUES	UNDRSTND ROLE CO & XO/REQ	72	9.6111111	0.8316885	6.0000000	10.0000000
R44QUES R45QUES R46QUES	UNDRSTND ROLE CO 4 XO/REQ PROM INNOVT 4 RISK BEVR/REQ MANAGE LABOR DELATIONS/PRO	72 72	8.9722222	1.1002205	6.0000000	10.0000000
R44QUES R45QUES R46QUES R50QUES B51QUES	UNDRISTND ROLE CO 4 XO/REQ PROM INNOVT 6 RISK BEVE/REQ MANAGE LABOR RELATIONS/REQ MANG WILTI-CULT DIVERSED AND	72 72 72 72	8.9722222	1.1002205	6.0000000	10.0000000
R44QUES R45QUES R46QUES R50QUES R51QUES	DEVLP SUBORDINATES/REQ DEVLP SUBORDINATES/REQ UNDRSTND ROLE CO & MO/REQ PROM INNOVT 4 RISK BEVE/REQ MANAGE LABOR RELATIONS/REQ MANAGE LABOR RELATIONS/REQ MANG MULTI-CULT DIVRSTY/REQ	72 72 72 72 72	8.9722222 7.1805556 8.3611111	1.1002205	6.0000000	10.0000000

POSITION						
			Mean	Std Dev		Maximum
R35QUES R37QUES		44	8.4772727	1.8234727	2.0000000	10.0000000
R37QUES R38QUES		44	9.1818182 9.0454545	0.9218971	7.0000000	10.0000000
R39QUES		44	9.0454545	0.8614359	7.0000000	10.0000000
R40OURS		44	9.2954545	0.9453905	7.0000000	10.0000000
R41OURS		44	9.1136364	1.3156643	3.0000000	10.00000000
R42QUES	MOTIVATING PEOPLE/REC	44	9.1818182	0.9467872	6.0000000	10.00000000
R43QUES		44	8.2500000	1.6998632	0	10.0000000
R44QUES	DEVI, P SUBORDINATES/REC	44	8.8181818	1.5291391	2.0000000	10.0000000
R45QUES	UNDRSTND ROLE CO & XO/REQ	44	8.8181818	1.6881630	2.0000000	10.0000000
R46QUES	PROM INNOVT & RISK BHVR/REQ MANAGE LABOR RELATIONS/REQ MANAGE MILITI-CHIE DIVESTY/REQ	44	8.4545455	1.5914677	2.0000000	10.0000000
R50QUES	MANAGE LABOR RELATIONS/REQ	44	6.8409091	2.9722999		10.0000000
	MANG MULTI-CULT DIVESTY/REQ				0	10.0000000
POSITION						
Variable		32			***	Maximum
				Std Dev		
R35QUES	IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ	16	8.6875000		2.0000000	10.0000000
N37QUES	BUILDING TRUST/REQ MANAGING CHANGE/REQ	16	9.3125000	1.0144785	7.0000000 6.0000000	10.0000000
R38QUES	MANAGING CHANGE/REQ	16 16	9.3750000	1.0878113	5.0000000	10.0000000
BACCOR	MANAGING CONFLICT/REQ BUILDING TEAMNORE/REO	16	9.3125000	1.5438048	5.0000000	10.0000000
	DEVLP POS ORGAN CLIMAT/REO	16	9.5625000	0.8139410	8.0000000	10.0000000
R42QUES		16	9.5625000	0.7274384		10.0000000
	EMPLY COORD MECHNSM/REQ	16	8.6875000	1.9224550		10.0000000
R440UES	DEVLP SUBORDINATES/REC	16	9.0000000	1.5916449	5.0000000	10.0000000
R45QUES	UNDRSTND ROLE CO & XO/REQ	16	8.8750000	1.8574176	3.0000000	10.0000000
		16	8.5000000	1.8973666	4.0000000	10.0000000
RSOQUES	MANAGE LABOR RELATIONS/REQ	16	7.1875000	2.9033027		10.0000000
R51QUES	MANG MULTI-CULT DIVRSTY/REQ	16	7.3750000	2.5787594	0	10.0000000
POSITION Variable		N	Mean	Std Dev	Minimum	Maximum
R35QUES	IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REO	140	8.9285714	1.1973764	5.0000000	10.0000000
		140	9.2500000	1.1131975	6.0000000	10.0000000
		140	9.2000000	1.1201233	6.0000000	10.0000000
RADOURS		140	9.2642857	1.0430359	6.0000000	10.0000000
R410UES	DEVLP POS ORGAN CLIMAT/REQ		9.3785714	0.9480602	7.0000000	10.0000000
R42QUES	MOTIVATING PROPLE/REO	140	9.3357143	0.9491436	6.0000000	10.0000000
R43QUES	EMPLY COORD MECHNSM/REO	140	8.8428571	1.1708168	5,0000000	10.0000000
R44QUES	DEVLP SUBORDINATES/REQ	140	9.1857143	1.0497394	6.0000000	10.0000000
R45QUES	UNDESTND ROLE CO & XO/REQ	140	9.0357143	1.3379395	2.0000000	10.0000000
R46QUES	PROM INNOVT & RISK BHVR/REQ	139	8.7769784	1.3461871	5.0000000	10.0000000
R50QUES R510UES	MANAGE LABOR RELATIONS/REQ	140	7.5142857	2.3551130	0	10.0000000
RSIQUES		140	8.0214286	2.1970152	0	10.0000000
POSITION	= OTHER					
Variable			Mean		Minimum	
	IMPOWR IND & WORK GRP/REG					
R37QUES	BUILDING TRUST/REQ	106	9.3207547	1.0739085	4.0000000	10.0000000
R38QUES	MANAGING CHANGE/REQ	106	9.2075472	1.1272975	4.0000000	10.0000000
R39QUES	MANAGING CONFLICT/REQ	106	9.0566038	1.3858481	4.0000000	10.0000000
R40QUES	BUILDING TEAMWORK/REQ	105	9.2571429	1.1096480	4.0000000	10.0000000
R41QUES	DEVLP POS ORGAN CLIMAT/REQ	106	9.2264151	1.0891938	4.0000000	10.0000000
R42QUES	MOTIVATING PEOPLE/REQ	106	9.1698113	1.3764807	2.0000000	10.0000000
R43QUES R44QUES	EMPLY COORD MECHNSM/REQ DEVLP SUBORDINATES/REO	106	8.6792453	1.6419916	2.0000000 4.0000000	10.0000000
R44QUES	UNDESTED ROLE CO & XO/REO	106	8.9905660	2.4504616	4.0000000	10.0000000
	PROM INNOVT & RISK BHVR/REO		8.6886792	1.5514246		10.0000000
RSCOURS	MANAGE LABOR RELATIONS/REQ	106		2.8994686	4.0000000	10.0000000
R51QUES	MANG MULTI-CULT DIVESTY/REQ	106	7.9056604	1.9785916	ő	10.0000000

POSITION						
POSITION Variable			W	and now	Minimum	
035DELTA	DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-MANAGING CONFLICT DELTA-BUILDING TEAMHORK	97	0.5463918	1.1367041	-3,0000000	4.0000000
Q37DELTA	DELTA-BUILDING TRUST	97	0.6907216	1.1026561	-2.0000000	5.0000000
Q38DELTA	DELTA-MANAGING CHANGE	97	0.9690722	1.4101833	-3.0000000	6.0000000
Q39DELTA	DELTA-MANAGING CONFLICT	97	1.2061856	1.5474316	-2.0000000	7.0000000
Q40DELTA	DELTA-BUILDING TEAMHORK DELTA-DEVLP POS ORGAN CLIMAT DELTA-MOTIVATING PEOPLE DELTA-EMBLY COORD MECHASIM	97	0.8556701	1.3843597	-2.0000000	6.0000000
Q41DELTA	DELTA-DEVLP POS ORGAN CLIMAT	97	0.9484536	1.2193845	-2.0000000	
Q42DELTA	DELTA-MOTIVATING PROPLE	97	1.1134021	1.2737436	-2.0000000 -4.0000000	
O44DBLIN	DELIA-DRIVED COORD RECEION	97	0.7113402	1.2142659		
O4 EDRITA	DELTA-INTROMET BOLD CO & YO	97	0.7020000	1 5050606	-10.0000000	
O46DELTA	DELTA-PROM INNOVT & RISK BHVR	97	0.5773196	1.4421848	-4.0000000	4.0000000
O50DELTA	DELTA-MANAGE LABOR RELATIONS	95	1.6736842	2.5700489	-7.0000000	7.0000000
Q51DELTA	DELTA-EMPLY COORD MECHNEM DELTA-EMPLY COORD MECHNEM DELTA-DEVLP SUBORDINATES DELTA-THORESTED ROLE CO & XX DELTA-PROM INNOVT & RISS SHYR DELTA-MANGE LABOR RELATIONS DELTA-MANG MULTI-CULT DIVESTY	97	0.6907216	1.6352932	-4.0000000	6.0000000
POSITION	= XO					
		N	Mean			
Variable						
Q35DELTA	DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-MANAGING CONFLICT DELTA-BUILDING TEAMOOR DELTA-DEVLP POS ORGAN CLIMAT DELTA-DEVLP POS ORGAN CLIMAT	72	0.7916667	1.4135910		
O37DELTA	DELTA-BUILDING TRUST	72	0.7777778	1.3554504	-4.0000000	4.0000000
Q38DELTA	DELTA-MANAGING CHANGE	72	1.1111111	1.4588782	-3.0000000	5.0000000
Q39DELTA	DELTA-MANAGING CONFLICT	72	1.2083333	1.6092821	-3.0000000	
Q40DELTA	DELTA-BUILDING TEAMWORK	72	1.1111111	1.5249618	-3.0000000	
Q41DRLTA	DELTA-DEVLP POS ORGAN CLIMAT	72	1.1666667	1.4042190		
Q43DBLTA	DELTA-EMPLI COORD MECHNON	72	0.9444444	1.5644725	-2.0000000 -3.0000000	
OAEDRITA	DELTA-EMPLY COORD MECHNSM DELTA-DEVLP SUBORDINATES DELTA-UNDRSTND ROLE CO & XO	72	1.0555556	1.5280374		5.0000000
OAGDRIA	DELTA-PROM INNOVT & RISK BHVR	72	0.9027778			6.0000000
O50DELTA	DELTA-MANAGE LABOR RELATIONS	72	2.0000000	2.5342721	-3.0000000	10.0000000
Q51DELTA	DELTA-MANG MULTI-CULT DIVESTY	72	2.0000000 0.7083333	1.5397066 2.5342721 1.7315425	-4.0000000	6.0000000
POSITION	- PH					
10021201	- DB					
Variable	Label	N		Std Dev	Minimum	
Variable	Label					
Variable Q35DELTA	Label DELTA-IMPOWR IND 4 WORK GRP			1.7907148	-4.0000000	4.0000000
Variable Q35DELTA	Label DELTA-IMPOWR IND 4 WORK GRP	44	0.6590909 0.5681818	1.7907148 1.3188742	-4.0000000 -3.0000000	4.0000000
Variable Q35DELTA Q37DELTA Q38DELTA	Label DELTA-IMPOWR IND 4 WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-MANAGING CONFLICT	44 44 44	0.6590909 0.5681818 1.0227273	1.7907148 1.3188742 1.7452745	-4.0000000 -3.0000000 -3.0000000	4.0000000 4.0000000 7.0000000
Variable Q35DELTA Q37DELTA Q38DELTA	Label DELTA-IMPOWR IND 4 WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-MANAGING CONFLICT	44 44 44	0.6590909 0.5681818	1.7907148 1.3188742 1.7452745 2.2041667	-4.0000000 -3.0000000 -3.0000000 -3.0000000	4.0000000 4.0000000 7.0000000 9.0000000 6.0000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA	Label DELTA-IMPOWR IND 4 WORK GRP DELTA-MANAGING CHANGE DELTA-MANAGING COMFLICT DELTA-BUILDING TEAMWORK DELTA-BUILDING TEAMWORK DELTA-DELTA-BUILDING TEAMWORK	44 44 44 44 44	0.6590909 0.5681818 1.0227273 1.5454545 0.8636364 0.9318182	1.7907148 1.3188742 1.7452745 2.2041667 1.6366572 1.8602041	-4.0000000 -3.0000000 -3.0000000 -3.0000000 -4.0000000	4.0000000 4.000000 7.000000 9.000000 6.000000 7.000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA	Label DELTA-IMPONR IND 4 WORK GRP DELTA-BUILDING TRUST DELTA-HANGAING CONFLICT DELTA-HANGAING CONFLICT DELTA-BUILDING TEMMORK DELTA-BUILDING TEMMORK DELTA-BUILDING TEMPOLE DELTA-TOVIATING PEOPLE DELTA-TOVIATING PEOPLE	44 44 44 44 44 44	0.6590909 0.5681818 1.0227273 1.5454545 0.8636364 0.9318182 0.8863636	1.7907148 1.3188742 1.7452745 2.2041667 1.6366572 1.8602041 1.5879768	-4.0000000 -3.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000	4.0000000 4.0000000 7.0000000 9.0000000 7.0000000 5.0000000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q42DELTA	Label DELTA-IMPOWR IND 4 WORK GRP DELTA-BULDING TRUST DELTA-MANAGING CERNIC DELTA-MANAGING CONFLICT DELTA-MANAGING CONFLICT DELTA-DILIGING TRANSPOR DELTA-DILIGING TRANSPOR DELTA-DILIGING TRANSPOR DELTA-DILIGING TRANSPOR	44 44 44 44 44 44	0.6590909 0.5681818 1.0227273 1.5454545 0.8636364 0.9318182 0.8863636	1.7907148 1.3188742 1.7452745 2.2041667 1.6366572 1.8602041 1.5879768	-4.000000 -3.000000 -3.000000 -3.000000 -3.000000 -4.000000 -4.000000 -2.000000	4.0000000 4.0000000 7.0000000 9.0000000 6.0000000 7.0000000 5.0000000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q42DELTA	Label DELTA-IMPOWR IND 4 WORK GRP DELTA-BULDING TRUST DELTA-MANAGING CERNIC DELTA-MANAGING CONFLICT DELTA-MANAGING CONFLICT DELTA-DILIGING TRANSPOR DELTA-DILIGING TRANSPOR DELTA-DILIGING TRANSPOR DELTA-DILIGING TRANSPOR	44 44 44 44 44 44	0.6590909 0.5681818 1.0227273 1.5454545 0.8636364 0.9318182 0.8863636	1.7907148 1.3188742 1.7452745 2.2041667 1.6366572 1.8602041 1.5879768	-4.0000000 -3.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -2.0000000 -5.0000000	4.0000000 4.0000000 7.0000000 9.0000000 7.0000000 5.0000000 7.0000000 7.0000000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q42DELTA	Label DELTA-IMPOWR IND 4 WORK GRP DELTA-BULDING TRUST DELTA-MANAGING CERNIC DELTA-MANAGING CONFLICT DELTA-MANAGING CONFLICT DELTA-DILIGING TRANSPOR DELTA-DILIGING TRANSPOR DELTA-DILIGING TRANSPOR DELTA-DILIGING TRANSPOR	44 44 44 44 44 44	0.6590909 0.5681818 1.0227273 1.5454545 0.8636364 0.9318182 0.8863636	1.7907148 1.3188742 1.7452745 2.2041667 1.6366572 1.8602041 1.5879768	-4.000000 -3.000000 -3.000000 -3.000000 -3.000000 -4.000000 -4.000000 -2.000000 -5.000000	4.0000000 4.0000000 7.0000000 9.0000000 6.0000000 7.0000000 7.0000000 3.0000000 10.00000000
Variable Q35DELTA Q37DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q42DELTA Q42DELTA Q44DELTA Q45DELTA Q45DELTA	Label DELTA-DROWN IND 4 WORK GRP DELTA-DROWN IND 4 WORK GRP DELTA-DROWN DELTA-DROWN DELTA-DROWN DELTA-DROWN DELTA-DROWN DELTA-DROWN DELTA-DROWN DOOR DELTA-DROWN COMPACTION FERNOWN DELTA-DROWN COOR DELTA-DROWN DELTA-DROWN COOR DELTA-DROWN DELTA-D	44 44 44 44 44 44 44 44	0.6590909 0.5681818 1.0227273 1.5454545 0.8636364 0.9318182 0.8863636 1.2500000 0.5909091 1.5000000	1.7907148 1.3188742 1.7452745 2.2041667 1.6366572 1.8602041 1.5879768 1.9183932 1.4991188 2.7995016 1.9984137	-4.0000000 -3.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -2.0000000 -5.0000000 -4.0000000	4.0000000 4.0000000 7.0000000 9.0000000 7.0000000 7.0000000 7.0000000 3.0000000 10.0000000 6.0000000
Variable Q35DELTA Q37DELTA Q36DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q42DELTA Q45DELTA Q45DELTA Q45DELTA	LABRI DELTA-INFORMI IND A WORK GRP DELTA-INFORMI IND A WORK GRP DELTA-HANNAGING CRASSE DELTA-HANNAGING CONFLICT DELTA-HANNAGING CONFLICT DELTA-HANNAGING CONFLICT DELTA-HANNAGING CONFLICT DELTA-HOTLING CONFLICT DELTA-HOTLING CONFLICT DELTA-HOTLING FROELE DELTA-H	44 44 44 44 44 44 44 44	0.6590909 0.5681818 1.0227273 1.5454545 0.8636364 0.9318182 0.8863636 1.2500000 0.5909091 1.5000000 0.7727273 2.6818182	1.7907148 1.3188742 1.7452745 2.2041667 1.6366572 1.8602041 1.5879768 1.9183932 1.4991188 2.7995016 1.9984137 3.5553610	-4.000000 -3.000000 -3.000000 -3.000000 -3.000000 -4.000000 -4.000000 -5.000000 -5.000000 -4.000000	4.000000 4.000000 7.000000 6.000000 7.000000 7.000000 3.000000 10.000000 6.000000 6.000000
Variable Q35DELTA Q37DELTA Q36DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q42DELTA Q45DELTA Q45DELTA Q45DELTA	Label DELTA-DROWN IND 4 WORK GRP DELTA-DROWN IND 4 WORK GRP DELTA-DROWN IND A WORK GRP DELTA-MANAGING COMPLICT DELTA-BOULDING TEAMONK DELTA-DRULDING TEAMONK DELTA-DRULDING TEAMONK DELTA-DRULDING TEAMONK DELTA-DRULDING GRANA CLIMAT DELTA-DRULDING GRANA CLIMAT DELTA-DRULDING GRANA DELTA-DRUCH COOR MACHINEM DELTA-DRUGHTON DOLG CO 4 NO DELTA-DRUGHTON DRUGHTON CONTRACT DELTA-PRING HONOY 4 RISS NIVE	44 44 44 44 44 44 44 44	0.6590909 0.5681818 1.0227273 1.5454545 0.8636364 0.9318182 0.8863636 1.2500000 0.5909091 1.5000000 0.7727273 2.6818182 0.6136364	1.7907148 1.3188742 1.7452745 2.2041667 1.6366572 1.8692041 1.5879768 1.9183932 1.4991188 2.7995016 1.9884137 3.5553610 1.5282747	-4.0000000 -3.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -2.0000000 -5.0000000 -4.0000000	4.0000000 4.0000000 7.0000000 6.0000000 7.0000000 7.0000000 3.0000000 10.0000000 6.0000000 9.0000000 4.0000000
Variable Q35DELTA Q37DELTA Q36DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q42DELTA Q45DELTA Q45DELTA Q45DELTA	LABASI DELTA-DEPONE IND & WORK GRP DELTA-DEPONE THOSY DELTA-DEPONE THOSY DELTA-MANDATIBO CONFLICT DELTA-MANDATIBO CONFLICT DELTA-MANDATIBO FOREILO DELTA-DEPONE ORGANI CLIMAT DELTA-DEPONE DELTA-DEPONE DELTA-MAND MOUST-CULT DIVASTY DELTA-MAND MOUST-CULT DIVASTY	44 44 44 44 44 44 44 44	0.6590909 0.5681818 1.0227273 1.5454545 0.8636364 0.9318182 0.8863636 1.2500000 0.5909091 1.5000000 0.7727273 2.6818182 0.6136364	1.7907148 1.3188742 1.7452745 2.2041667 1.6366572 1.8692041 1.5879768 1.9183932 1.4991188 2.7995016 1.9884137 3.5553610 1.5282747	-4.000000 -3.000000 -3.000000 -3.000000 -4.000000 -4.000000 -5.000000 -5.000000 -4.000000 -4.000000 -4.000000	4.0000000 4.0000000 7.0000000 6.0000000 7.0000000 7.0000000 3.0000000 10.0000000 6.0000000 9.0000000 4.0000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q40DELTA Q41DELTA Q44DELTA Q44DELTA Q45DELTA Q45DELTA Q45DELTA Q54DELTA Q50DELTA	Label DELTA-INFORE IND & WORK GDP DELTA-INFORE IND & WORK GDP DELTA-ORDANISH CHANNE DELTA-ORDANISH CHANNE DELTA-ORDANISH CONFLICT DELTA-ORDANISH CONFLICT DELTA-ORDEN CONFLICT DELTA-ORDEN CHANNEL DELTA-ORDEN	44 44 44 44 44 44 44 44 44	0.6590909 0.5681818 1.0227273 1.5454545 0.8836354 0.9863636 1.2500000 0.5909091 1.500000 0.7727273 2.6818182 0.6136364	1.7907148 1.3188742 1.7452745 2.041567 1.6365572 1.8602041 1.5879768 1.9183932 1.4901188 2.7995016 1.9984137 3.5553610 1.5282747	-4.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -5.0000000 -5.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000	4.0000000 4.0000000 9.0000000 9.0000000 7.0000000 7.0000000 7.0000000 3.0000000 6.0000000 6.0000000 4.0000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q40DELTA Q41DELTA Q44DELTA Q44DELTA Q45DELTA Q45DELTA Q45DELTA Q54DELTA Q50DELTA	Label DELTA-INFORE IND & WORK GDP DELTA-INFORE IND & WORK GDP DELTA-ORDANISH CHANNE DELTA-ORDANISH CHANNE DELTA-ORDANISH CONFLICT DELTA-ORDANISH CONFLICT DELTA-ORDEN CONFLICT DELTA-ORDEN CHANNEL DELTA-ORDEN	44 44 44 44 44 44 44 44 44	0.6590909 0.5681818 1.0227273 1.5454545 0.8836354 0.9863636 1.2500000 0.5909091 1.500000 0.7727273 2.6818182 0.6136364	1.7907148 1.3188742 1.7452745 2.041567 1.6365572 1.8602041 1.5879768 1.9183932 1.4901188 2.7995016 1.9984137 3.5553610 1.5282747	-4.000000 -3.000000 -3.000000 -3.000000 -3.000000 -4.000000 -4.000000 -2.000000 -5.000000 -4.000000 -4.000000 -4.000000	4.0000000 4.0000000 9.0000000 7.0000000 7.0000000 7.0000000 7.0000000 0.0000000 0.0000000 0.0000000 4.00000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q40DELTA Q41DELTA Q44DELTA Q44DELTA Q45DELTA Q45DELTA Q45DELTA Q54DELTA Q50DELTA	Label DELTA-INFORE IND & WORK GDP DELTA-INFORE IND & WORK GDP DELTA-ORDANISH CHANNE DELTA-ORDANISH CHANNE DELTA-ORDANISH CONFLICT DELTA-ORDANISH CONFLICT DELTA-ORDEN CONFLICT DELTA-ORDEN CHANNEL DELTA-ORDEN	44 44 44 44 44 44 44 44 44	0.6590909 0.5681818 1.0227273 1.5454545 0.8836354 0.9863636 1.2500000 0.5909091 1.500000 0.7727273 2.6818182 0.6136364	1.7907148 1.3188742 1.7452745 2.041567 1.6365572 1.8602041 1.5879768 1.9183932 1.4901188 2.7995016 1.9984137 3.5553610 1.5282747	-4.000000 -3.000000 -3.000000 -3.000000 -3.000000 -4.000000 -4.000000 -5.000000 -4.000000 -4.000000 -4.000000 -4.000000 -4.000000 -4.000000 -4.000000 -4.000000	4.0000000 4.0000000 9.0000000 9.0000000 7.0000000 7.0000000 7.0000000 10.0000000 9.0000000 4.0000000 Maximum. 4.0000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q40DELTA Q41DELTA Q44DELTA Q44DELTA Q45DELTA Q45DELTA Q45DELTA Q54DELTA Q50DELTA	Label DELTA-INFORE IND & WORK GDP DELTA-INFORE IND & WORK GDP DELTA-ORDANISH CHANNE DELTA-ORDANISH CHANNE DELTA-ORDANISH CONFLICT DELTA-ORDANISH CONFLICT DELTA-ORDEN CONFLICT DELTA-ORDEN CHANNEL DELTA-ORDEN	44 44 44 44 44 44 44 44 44	0.6590909 0.5681818 1.0227273 1.5454545 0.8836354 0.9863636 1.2500000 0.5909091 1.500000 0.7727273 2.6818182 0.6136364	1.7907148 1.3188742 1.7452745 2.041567 1.6365572 1.8602041 1.5879768 1.9183932 1.4901188 2.7995016 1.9984137 3.5553610 1.5282747	-4.000000 -3.000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -5.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.00000000 -4.00000000 -4.0000000	4.0000000 4.0000000 7.0000000 9.0000000 7.0000000 7.0000000 7.0000000 9.0000000 9.0000000 4.0000000 4.0000000 Maximum 4.0000000 3.0000000 4.0000000 4.0000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q40DELTA Q41DELTA Q44DELTA Q44DELTA Q45DELTA Q45DELTA Q45DELTA Q54DELTA Q50DELTA	Label DELTA-INFORE IND & WORK GDP DELTA-INFORE IND & WORK GDP DELTA-ORDANISH CHANNE DELTA-ORDANISH CHANNE DELTA-ORDANISH CONFLICT DELTA-ORDANISH CONFLICT DELTA-ORDEN CONFLICT DELTA-ORDEN CHANNEL DELTA-ORDEN	44 44 44 44 44 44 44 44 44	0.6590909 0.5681818 1.0227273 1.5454545 0.8836354 0.9863636 1.2500000 0.5909091 1.500000 0.7727273 2.6818182 0.6136364	1.7907148 1.3188742 1.7452745 2.041567 1.6365572 1.8602041 1.5879768 1.9183932 1.4901188 2.7995016 1.9984137 3.5553610 1.5282747	-4.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -4.000000 -5.000000 -5.000000 -4.000000 -4.000000 -4.000000 -4.000000 -5.000000 -4.000000 -4.000000 -4.000000 -4.000000 -4.000000	4.0000000 4.0000000 9.0000000 9.0000000 9.0000000 10.0000000 10.0000000 6.0000000 4.0000000 Maximum 4.0000000 4.0000000 4.0000000 4.0000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q40DELTA Q41DELTA Q44DELTA Q44DELTA Q45DELTA Q45DELTA Q45DELTA Q54DELTA Q50DELTA	Label DELTA-INFORE IND & WORK GDP DELTA-INFORE IND & WORK GDP DELTA-ORDANISH CHANNE DELTA-ORDANISH CHANNE DELTA-ORDANISH CONFLICT DELTA-ORDANISH CONFLICT DELTA-ORDEN CONFLICT DELTA-ORDEN CHANNEL DELTA-ORDEN	44 44 44 44 44 44 44 44 44	0.6590909 0.5681818 1.0227273 1.5454545 0.8836354 0.9863636 1.2500000 0.5909091 1.500000 0.7727273 2.6818182 0.6136364	1.7907148 1.3188742 1.7452745 2.041567 1.6365572 1.8602041 1.5879768 1.9183932 1.4901188 2.7995016 1.9984137 3.5553610 1.5282747	-4.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -4.000000 -4.000000 -5.000000 -4.000000 -4.000000 -4.000000 -4.000000 -4.000000 -4.000000 -4.000000 -2.0000000 -2.0000000 -2.0000000 -4.0000000 -2.0000000	4.0000000 4.0000000 7.0000000 9.0000000 9.0000000 7.0000000 7.0000000 9.0000000 9.0000000 4.0000000 Maximum 4.0000000 4.0000000 4.0000000 6.0000000 6.0000000
Variable Q35DELTA Q37DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q51DELTA Q51DELTA Q51DELTA Q51DELTA Q35DELTA	Label DELTA-INFORD IND & WORK GRP DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE CHRANE DELTA-ANAMATHO CHRANE CHRANE DELTA-ANAMATHO CHRANE CHRANE DELTA-ANAMATHO CHRANE SENTA DELTA-ANAMATHO CHRANE CHRANE CHRANE DELTA-ANAMATHO CHRANE CHRANE CHRANAMATHO CHRANAM	44 44 44 44 44 44 44 44 44 44 46 16 16 16 16	0.6590909 0.5681213 0.56124545 0.8613613 0.8136364 0.9118182 0.8636364 0.9118182 0.8136364 0.7727273 2.6618182 0.6136364 Mean 1.2500000 1.272000 1.272000 1.2750000 1.2750000 0.27273 0.6136364	1.7907148 1.3186745 1.3186745 2.2041667 1.6166572 1.8602041 1.5879768 1.9181913 1.7995016 1.9984137 3.5553610 1.5282747 8td Dev 1.6683126 1.6683126 1.6583126 1.7584280 1.7584280 1.7584280	-4.000000 -3.000000 -3.000000 -3.000000 -3.000000 -4.000000 -4.000000 -5.000000 -5.000000 -4.000000 -4.000000 -4.000000 -4.000000 -4.000000 -4.000000 -4.000000 -4.000000 -4.000000 -4.000000 -4.000000 -4.000000 -4.000000	4.0000000 4.0000000 4.0000000 7.0000000 7.0000000 7.0000000 7.0000000 6.0000000 6.0000000 4.0000000 4.0000000 3.0000000 4.0000000 3.0000000 4.0000000 3.0000000 4.0000000 3.0000000 4.0000000
Variable Q35DELTA Q37DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q51DELTA Q51DELTA Q51DELTA Q51DELTA Q35DELTA	Label DELTA-INFORD IND & WORK GRP DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE CHRANE DELTA-ANAMATHO CHRANE CHRANE DELTA-ANAMATHO CHRANE CHRANE DELTA-ANAMATHO CHRANE SENTA DELTA-ANAMATHO CHRANE CHRANE CHRANE DELTA-ANAMATHO CHRANE CHRANE CHRANAMATHO CHRANAM	44 44 44 44 44 44 44 44 44 44 46 16 16 16 16	0.6590909 0.5681213 0.56124545 0.8613613 0.8136364 0.9118182 0.8863616 0.9118182 0.8136364 0.7727273 2.6618182 0.6136364 Mean 1.2500000 1.272000 1.272000 1.2750000 1.2750000 0.27273 0.6136364	1.7907148 1.3186745 1.3186745 2.2041667 1.6166572 1.8602041 1.5879768 1.9181913 1.7995016 1.9984137 3.5553610 1.5282747 8td Dev 1.6683126 1.6683126 1.6583126 1.7584280 1.7584280 1.7584280	-4.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -5.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -2.0000000 -2.0000000 -2.0000000	4.0000000 4.0000000 4.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000
Variable Q35DELTA Q37DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q51DELTA Q51DELTA Q51DELTA Q51DELTA Q35DELTA	Label DELTA-INFORD IND & WORK GRP DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE CHRANE DELTA-ANAMATHO CHRANE CHRANE DELTA-ANAMATHO CHRANE CHRANE DELTA-ANAMATHO CHRANE SENTA DELTA-ANAMATHO CHRANE CHRANE CHRANE DELTA-ANAMATHO CHRANE CHRANE CHRANAMATHO CHRANAM	44 44 44 44 44 44 44 44 44 44 46 16 16 16 16	0.6590909 0.5681213 0.56124545 0.8613613 0.8136364 0.9118182 0.8863616 0.9118182 0.8136364 0.7727273 2.6618182 0.6136364 Mean 1.2500000 1.272000 1.272000 1.2750000 1.2750000 0.27273 0.6136364	1.7907148 1.3186745 1.3186745 2.2041667 1.6166572 1.8602041 1.5879768 1.9181913 1.7995016 1.9984137 3.5553610 1.5282747 8td Dev 1.6683126 1.6683126 1.6583126 1.7584280 1.7584280 1.7584280	-4.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -5.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000	4.0000000 4.0000000 4.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 4.0000000 4.0000000 4.0000000 3.0000000 4.0000000 4.0000000 3.0000000 4.0000000 4.0000000 4.0000000
Variable Q35DELTA Q37DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q51DELTA Q51DELTA Q51DELTA Q51DELTA Q35DELTA	Label DELTA-INFORD IND & WORK GRP DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE CHRANE DELTA-ANAMATHO CHRANE CHRANE DELTA-ANAMATHO CHRANE CHRANE DELTA-ANAMATHO CHRANE SENTA DELTA-ANAMATHO CHRANE CHRANE CHRANE DELTA-ANAMATHO CHRANE CHRANE CHRANAMATHO CHRANAM	44 44 44 44 44 44 44 44 44 44 46 16 16 16 16	0.6590909 0.5681213 0.56124545 0.8613613 0.8136364 0.9118182 0.8863616 0.9118182 0.8136364 0.7727273 2.6618182 0.6136364 Mean 1.2500000 1.272000 1.272000 1.2750000 1.2750000 0.27273 0.6136364	1.7907148 1.3186745 1.3186745 2.2041667 1.6166572 1.8602041 1.5879768 1.9181913 1.7995016 1.9984137 3.5553610 1.5282747 8td Dev 1.6683126 1.6683126 1.6583126 1.7584280 1.7584280 1.7584280	-4.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -5.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -2.0000000 -2.0000000 -2.0000000	4.0000000 4.0000000 4.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 4.0000000 4.0000000 4.0000000 3.0000000 4.0000000 4.0000000 3.0000000 4.0000000 4.0000000 4.0000000
Variable Q35DELTA Q37DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q51DELTA Q51DELTA Q51DELTA Q51DELTA Q35DELTA	Label DELTA-INFORD IND & WORK GRP DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE CHRANE DELTA-ANAMATHO CHRANE CHRANE DELTA-ANAMATHO CHRANE CHRANE DELTA-ANAMATHO CHRANE SENTA DELTA-ANAMATHO CHRANE CHRANE CHRANE DELTA-ANAMATHO CHRANE CHRANE CHRANAMATHO CHRANAM	44 44 44 44 44 44 44 44 44 44 46 16 16 16 16	0.6590909 0.5681213 0.56124545 0.8613613 0.8136364 0.9118182 0.8863616 0.9118182 0.8136364 0.7727273 2.6618182 0.6136364 Mean 1.2500000 1.272000 1.272000 1.2750000 1.2750000 0.27273 0.6136364	1.7907148 1.3186745 1.3186745 2.2041667 1.6166572 1.8602041 1.5879768 1.9181913 1.7995016 1.9984137 3.5553610 1.5282747 8td Dev 1.6683126 1.6683126 1.6583126 1.7584280 1.7584280 1.7584280	### A 0000000 -3.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -5.0000000 -5.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -3.0000000 -3.0000000 -3.0000000	4.0000000 4.0000000 4.0000000 6.0000000 6.0000000 6.0000000 6.00000000
Variable Q35DELTA Q37DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q51DELTA Q51DELTA Q51DELTA Q51DELTA Q35DELTA	Label DELTA-INFORD IND & WORK GRP DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE DELTA-ANAMATHO CHRANE CHRANE DELTA-ANAMATHO CHRANE CHRANE DELTA-ANAMATHO CHRANE CHRANE DELTA-ANAMATHO CHRANE SENTA DELTA-ANAMATHO CHRANE CHRANE CHRANE DELTA-ANAMATHO CHRANE CHRANE CHRANAMATHO CHRANAM	44 44 44 44 44 44 44 44 44 44 46 16 16 16 16	0.6590909 0.5681213 0.56124545 0.8613613 0.8136364 0.9118182 0.8863616 0.9118182 0.8136364 0.7727273 2.6618182 0.6136364 Mean 1.2500000 1.272000 1.272000 1.2750000 1.2750000 0.27273 0.6136364	1.7907148 1.3186745 1.3186745 2.2041667 1.6166572 1.8602041 1.5879768 1.9181913 1.7995016 1.9984137 3.5553610 1.5282747 8td Dev 1.6683126 1.6683126 1.6583126 1.7584280 1.7584280 1.7584280	-1,0000000 -3,0000000 -3,0000000 -3,0000000 -3,0000000 -3,0000000 -3,0000000 -4,0000000 -4,0000000 -4,0000000 -4,0000000 -1,0000000 -1,0000000 -2,0000000 -2,0000000 -2,0000000 -2,0000000 -2,0000000 -2,0000000 -2,0000000 -3,0000000 -3,0000000 -3,0000000	4.0000000 4.0000000 4.0000000 6.0000000 6.0000000 6.0000000 6.00000000
Variable 035DELTA 037DELTA 037DELTA 037DELTA 035DELTA 040DELTA 040DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 05DELTA 05DELTA 037DELTA 03PELTA 03PELTA 03PELTA 04DELTA	DADAS DE MOST GEP BELTA-HONGE IND & WORT GEP BELTA-HONGE IND & WORT GEP BELTA-HONGE GENERAL	44 44 44 44 44 44 44 44 44 44 46 16 16 16 16	0.6590909 0.5681213 0.56124545 0.8613613 0.8136364 0.9118182 0.8863616 0.9118182 0.8136364 0.7727273 2.6618182 0.6136364 Mean 1.2500000 1.272000 1.272000 1.2750000 1.2750000 0.27273 0.6136364	1.7907148 1.3186745 1.3186745 2.2041667 1.6166572 1.8602041 1.5879768 1.9181913 1.7995016 1.9984137 3.5553610 1.5282747 8td Dev 1.6683126 1.6683126 1.6583126 1.7584280 1.7584280 1.76843280 1.76843280 1.76843280 1.76843280	-1,0000000 -3,0000000 -3,0000000 -3,0000000 -3,0000000 -3,0000000 -3,0000000 -4,0000000 -4,0000000 -4,0000000 -4,0000000 -1,0000000 -1,0000000 -2,0000000 -2,0000000 -2,0000000 -2,0000000 -2,0000000 -2,0000000 -2,0000000 -3,0000000 -3,0000000 -3,0000000	4.0000000 4.0000000 4.0000000 6.0000000 6.0000000 6.0000000 6.0000000 9.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 6.0000000 6.0000000 6.00000000 6.00000000

POSITION	= DIR					
Variable	Label	N	Mean	Std Dev	Minimum	
	DELTA-IMPOWR IND & WORK GRP	140	0.8785714	1.6898676	-3.0000000	7.00000
	DELTA-BUILDING TRUST	140	0.7857143	1.3822394	-3,0000000	5.00000
	DELTA-MANAGING CHANGE	140	0.9642857	1.4857148	=3 0000000	6.00000
	DELTA-MANAGING CHANGE	140	1.1714286	1.5170155	-2.0000000	6.00000
	DELTA-BUILDING TEAMWORK	139	0.9496403	1.4710922	-3.0000000	5.00000
	DELTA-DEVLP POS ORGAN CLIMAT		1.0928571	1.4977029	-3.0000000	5.00000
	DELTA-MOTIVATING PEOPLE	140	1.1214286	1.4267126	-2.0000000	5.00000
Q43DELTA	DELTA-EMPLY COORD MECHNSM	140	1.0357143	1.6768020	-4.0000000	6.00000
Q44DELTA	DELTA-DEVLP SUBORDINATES	140	0.8357143	1.4573590	-2.0000000	5.00000
O45DRI/TA	DELTA-UNDRSTND ROLE CO & XO	140	1.1785714	1.8631908	-8.0000000	6.00000
O46DRI/FA	DELTA-PROM INNOVT & RISK BHV	R 139	0.8705036	1.6673964	-5.0000000	5.00000
OF OTHER MA	DELTA-MANAGE LABOR RELATIONS	140	1.9642857	2.7285085	-6.0000000	8.00000
OFIDERIA	DELTA-MANG MULTI-CULT DIVEST	140	0.7285714	2.1114380	-8.0000000	7.00000
GSIDEDIN	DELIA-RANG MODII-CODI DIVEDI	1 140	0.7205714	2.1114300	-8.0000000	7.00000
POSITION						- 1
POSITION	= OTHER					- 1
Variable	Label	N	Mean	Std Dev	Minimum	
Q35DELTA	DELTA-IMPOWR IND & WORK GRP	105		1.7827008	-5.0000000	5.000000
O37DELTA	DELTA-BUILDING TRUST	104	0.5865385	1.5047535	-5,0000000	5.000000
	DELTA-MANAGING CHANGE	105	1.0095238	1.6082434	-5.0000000	5.000000
	DELTA-MANAGING CONFLICT	105	1.1809524	1.9600871	-5.0000000	5.000000
	DELTA-BUILDING TEAMWORK	104	0.7596154	1.5672324	-5.0000000	5.000000
	DELTA-DEVLP POS ORGAN CLIMAT		0.7809524	1.5503160	-5.0000000	6.000000
					-5.0000000	6.000000
G42DELTA	DELTA-MOTIVATING PEOPLE	105	0.9333333	1.6482314	-5.0000000	7.000000
Q43DELTA	DELTA-EMPLY COORD MECHNSM	105	1.0761905	1.9547538	-4.0000000	
Q44DELTA	DELTA-DEVLP SUBORDINATES	105	0.6761905	1.8160356	-4-0000000	6.000000
Q45DELTA	DELTA-UNDRSTND ROLE CO & XO	105	0.7047619	3.1099215	-10.0000000	9.000000
		R 105	0.8380952	1.9568608	-5.0000000	7.000000
O50DELTA	DELTA-MANAGE LABOR RELATIONS	105	2.1714286	3.4234967	-7.0000000	9.000000
051DELTA	DELTA-MANG MULTI-CULT DIVEST	Y 105	0.6285714	2.4029515	-9.0000000	6.000000
LESS THAN	OR EQUAL TO 5 YRS IN A MANAG	ERIAL P	OSITION			
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
Variable	Label	N	Mean			
Variable C35QUES	Label IMPOWR IND & WORK GRP/CUR	N 144	Mean 7.5763889	1.8943414	2.0000000	10.0000000
Variable C35QUES C37QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR	N 144 143	Mean 7.5763889 8.3006993	1.8943414	2.0000000	10.0000000
Variable C35QUES C37QUES C38QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR	N 144 143 144	Mean 7.5763889 8.3006993 7.8888889	1.8943414 1.3841913 1.4870589	2.0000000 5.0000000 4.0000000	10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHRANGE/CUR MANAGING CONFLICT/CUR	N 144 143 144 144	7.5763889 8.3006993 7.8888889 7.5486111	1.8943414 1.3841913 1.4870589 1.7293431	2.0000000 5.0000000 4.0000000 1.0000000	10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES	Label IMPOWE IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR MANAGING CONFLICT/CUR BUILDING TRANSPER(CER)	N 144 143 144 144 143	%ean 7.5763889 8.3006993 7.8888889 7.5486111 7.9510490	1.8943414 1.3841913 1.4870589 1.7293431 1.5981004	2.0000000 5.0000000 4.0000000 1.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES	Label IMPOWE IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR MANAGING CONFLICT/CUR BUILDING TRANSPER(CER)	N 144 143 144 144 143 144	7.5763889 8.3006993 7.8888889 7.5486111	1.8943414 1.3841913 1.4870589 1.7293431 1.5981004 1.5082652	2.0000000 5.0000000 4.0000000 1.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES	Label IMPOWE IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR MANAGING CONFLICT/CUR BUILDING TRANSPER(CER)	N 144 143 144 144 143	%ean 7.5763889 8.3006993 7.8888889 7.5486111 7.9510490	1.8943414 1.3841913 1.4870589 1.7293431 1.5981004	2.0000000 5.0000000 4.0000000 1.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES	Label IMPOWE IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR MANAGING CONFLICT/CUR BUILDING TRANSPER(CER)	N 144 143 144 144 143 144	Mean 7.5763889 8.3006993 7.8888889 7.548611 7.9510490 7.9305556	1.8943414 1.3841913 1.4870589 1.7293431 1.5981004 1.5082652	2.0000000 5.0000000 4.0000000 1.0000000 3.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES C42QUES C42QUES C44QUES	Label INFO MOSE GRP/CUR INFO MOSE GRP/CUR INFO MOSE GRP/CUR MANAGING CHANGE/CUR MANAGING CHANGE/CUR BUILDING TEMMORE/CUR BUILDING TEMMORE/CUR MOST WATEN PEOPLE/CUR MOST WATEN PEOPLE/CUR MUNICATING PEOPLE/CUR	N 144 143 144 144 143 144 144 144	7.5763889 8.3006993 7.8888889 7.5486111 7.9510490 7.9305556 7.8055556 6.9097222	1.8943414 1.3841913 1.4870589 1.7293431 1.5981004 1.5082652 1.5341236 2.0171058	2.0000000 5.0000000 4.0000000 1.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES C42QUES C42QUES C44QUES	Label INFO MOST CREP/CUR INFO MOST CREP/CUR INFO CREST/CUR MANACING CHANGE/CUR MANACING CHANGE/CUR BUILDING TEMMORE/CUR BUILDING TEMMORE/CUR MOST WATEN PEOPLE/CUR MOST WATEN PEOPLE/CUR MUNICATING PEOPLE/CUR	N 144 143 144 144 143 144 144 144	7.5763889 8.3006993 7.8888889 7.5486111 7.9510490 7.9305556 7.8055556 6.9097222 7.8402778	1.8943414 1.3841913 1.4870589 1.7293431 1.5981004 1.5082652 1.5341236 2.0171058	2.0000000 5.0000000 4.0000000 3.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES C42QUES C43QUES C44QUES C45QUES C45QUES	Label IMPOWN IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR MANAGING COSTLICT/CUR MANAGING COSTLICT/CUR DEVLP FOS ORGAN CLIMAT/CUR DEVLP FOS ORGAN CLIMAT/CUR MATERIAL DEVELOPMENT CONTROL DEVLP SUBORDINATES/CUR DEVLP SUBORDINATES/CUR DEVLP SUBORDINATES/CUR	N 144 143 144 144 143 144 144 144 144	7.5763889 8.3005993 7.8888889 7.5486111 7.9510490 7.9305556 6.9097222 7.805556 6.9097222 7.8402778	1.8943414 1.3841913 1.4870589 1.7293431 1.5981004 1.5082652 1.5341236 2.0171058 1.6710752 2.1186631	2.0000000 5.0000000 4.0000000 3.0000000 4.0000000 4.0000000 0	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES C42QUES C43QUES C45QUES C45QUES C45QUES C45QUES	Label IMPOWR IND & WORK GRP/COR BUILDING TRUST/CUR BUILDING TRUST/CUR BUILDING TRAMPOR/COR B	N 144 143 144 144 143 144 144 144 144 144	Mean 7.5763889 8.3006993 7.8888889 7.5486111 7.9510490 7.9305556 7.8055556 6.9097222 7.8402778 7.0277778 7.0277778	1.8943414 1.3841913 1.4870589 1.7293431 1.5981004 1.5082652 2.5341236 2.0171058 1.6710752 2.1186631 1.8455587	2.0000000 5.0000000 4.0000000 3.0000000 4.0000000 4.0000000 0 3.00000000 0	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
C35QUES C37QUES C38QUES C39QUES C4QUES C41QUES C41QUES C42QUES C42QUES C4QUES C4QUES C4QUES C4QUES C4QUES C4QUES C5QUES	Label MANONE IND & MORE GRE/CUR MULDING TRUST/CUR MANACHIS CONSTLOTE/CUR MANACHIS CHANGE/CUR MANACHIS CHANGE/CUR MORACHIS CHANGE/CUR MULDING TEAMMORE/CUR MULDING TEAMMORE/CUR MUSTURATUR MUSTUR MUSTURATUR MUSTUR MUSTURATUR MUSTUR MUSTURATUR MUSTUR MUSTURATUR MUSTUR MUSTURATUR MUSTURATUR MUSTURATUR MUSTURATUR MUSTURATUR MUSTUR MUSTURATUR MUSTUR MUSTURATUR MUSTURATUR MUSTURATUR MUSTURATUR MUSTURATUR MUSTUR MUSTURATUR MUSTUR MU	N 144 143 144 143 144 144 144 144 144 144	Mean 7.5763889 8.3006993 7.8888889 7.5486111 7.9510490 7.9305556 7.8055556 6.9097722 7.8402778 7.4755245 3.8611111	1.8943414 1.3841913 1.4870589 1.7293431 1.5981004 1.5082652 2.0171058 2.0171058 1.6710752 2.1186631 1.8455587 2.4167571	2.0000000 5.0000000 4.0000000 3.0000000 4.0000000 4.0000000 5.00000000 3.00000000 0	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
C35QUES C37QUES C38QUES C39QUES C4QUES C41QUES C41QUES C42QUES C42QUES C4QUES C4QUES C4QUES C4QUES C4QUES C4QUES C5QUES	Label IMPOWR IND & WORK GRP/COR BUILDING TRUST/CUR BUILDING TRUST/CUR BUILDING TRAMPOR/COR B	N 144 143 144 143 144 144 144 144 144 144	Mean 7.5763889 8.3006993 7.8888889 7.5486111 7.9510490 7.9305556 7.8055556 6.9097222 7.8402778 7.0277778 7.0277778	1.8943414 1.3841913 1.4870589 1.7293431 1.5981004 1.5082652 2.5341236 2.0171058 1.6710752 2.1186631 1.8455587	2.0000000 5.0000000 4.0000000 3.0000000 4.0000000 4.0000000 0 3.00000000 0	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C37QUES C39QUES C40QUES C40QUES C41QUES C42QUES C43QUES C45QUES C45QUES C55QUES C50QUES	Labril MOONE IND & WORK ORP/COR MONAPHORE MANAPINE COMPACTOR MANAPINE COMPACTOR MANAPINE COMPACTOR MANAPINE COMPACTOR MOTIVATINE PROPILE/COM MOTIVATINE PROPILE/COM MOTIVATINE PROPILE/COM MOTIVATINE PROPILE/COM MOTIVATINE PROPILE/COM MONAPHORE MONAPHORE MONAPHORE MONAPHORE MANAPINE MONAPINE MONAPIN	N 144 143 144 144 143 144 144 144 144 144	Mean 7.5763889 8.3006993 7.8888889 7.5486111 7.9510490 7.9305556 6.9097222 7.8402778 7.0277778 7.0277778 7.4755245 3.8611111 6.7638889	1.8943414 1.3841913 1.4870589 1.7293431 1.5981004 1.5082652 1.5341236 2.0171058 1.6710752 2.1186631 1.8455587 2.4167571 2.0069324	2.0000000 5.0000000 4.0000000 3.0000000 4.0000000 4.0000000 5.00000000 3.00000000 0	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C37QUES C39QUES C40QUES C40QUES C41QUES C42QUES C43QUES C45QUES C45QUES C55QUES C50QUES	Label MANONE IND & MORE GRE/CUR MULDING TRUST/CUR MANACHIS CONSTLOTE/CUR MANACHIS CHANGE/CUR MANACHIS CHANGE/CUR MORACHIS CHANGE/CUR MULDING TEAMMORE/CUR MULDING TEAMMORE/CUR MUSTURATUR MUSTUR MUSTURATUR MUSTUR MUSTURATUR MUSTUR MUSTURATUR MUSTUR MUSTURATUR MUSTUR MUSTURATUR MUSTURATUR MUSTURATUR MUSTURATUR MUSTURATUR MUSTUR MUSTURATUR MUSTUR MUSTURATUR MUSTURATUR MUSTURATUR MUSTURATUR MUSTURATUR MUSTUR MUSTURATUR MUSTUR MU	N 144 143 144 144 143 144 144 144 144 144	Mean 7.5763889 8.3006993 7.8888889 7.5486111 7.9510490 7.9305556 6.9097222 7.8402778 7.0277778 7.0277778 7.4755245 3.8611111 6.7638889	1.8943414 1.3841913 1.4870589 1.7293431 1.5981004 1.5082652 1.5341236 2.0171058 1.6710752 2.1186631 1.8455587 2.4167571 2.0069324	2.0000000 5.0000000 4.0000000 3.0000000 4.0000000 4.0000000 5.00000000 3.00000000 0	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable	Label LHOUR HID & WORK GRP/CUR MANAGING CHAMPE/CUR MANAGING CHAMPE/CUR MANAGING COMPLICET/CUR MODITARINE PROPER/CUR MODITARINE PROPER/CUR MODITARINE PROPER/CUR MODITARINE PROPER/CUR MODITARINE PROPER/CUR MODITARINE PROPER/CUR MODITARINE MODE MODITARINE MODITARINE MODITARINE MANAGE LABOR REALTORIS/CUR MANAGE MODITARINE MODITARINE 5 BOT LEBS THAN OR EQUAL TO Label L	N 144 143 144 144 144 144 144 144 144 144	Mean 7.5763889 8.3006993 7.5486311 7.9510490 7.9305556 6.9097242 7.80555252 6.7097778 7.4755245 7.4755245 3.8611111 6.7638889	1.8943414 1.3841913 1.4870589 1.7293431 1.5981004 1.5082652 2.0171058 1.6710752 2.1186831 1.8455587 2.0169324 LPOSITION Std Dev	2.0000000 5.0000000 4.0000000 1.0000000 3.0000000 4.0000000 4.0000000 3.0000000 0 3.0000000 0 2.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 Maximum
Variable C35QUES C37QUES C37QUES C39QUES C40QUES C40QUES C41QUES C41QUES C42QUES C43QUES C45QUES C45QUES C50QUES C50QUES C50QUES C50QUES	Label IND 4 WORK ORP/COR MANAGEMS CHAMBE/COR MANAGEMS CHAMBE/COR MANAGEMS CHAMBE/COR MANAGEMS CHAMBE/COR MANAGEMS CHAMBE/COR MANAGEMS CHAMBE/COR MOTIVATION FROM INDIVIDUAL CHAMBE/COR MOTIVATION FROM INDIVIDUAL CHAMBE/COR MOTIVATION FROM INDIVIDUAL CHAMBE/COR MOTIVATION FROM INDIVIDUAL CHAMBE/COR MANAGE LABOR ELECTROS/COR MANAGEMENT COR MANAGEMENT	N 144 143 144 144 144 144 144 144 144 144	Mean 7.5763889 8.3005993 7.588886181 7.5866111 7.5905556 7.8055556 7.8055556 7.9055552 7.802778 7.4755245 7.0277778 7.4755245 3.8651111 6.7638889	1.8943414 1.3841913 1.4870589 1.7293431 1.5981004 1.5082652 1.5341236 2.0171058 1.6710752 2.1186631 1.8455587 2.4167571 2.0069324 L POSITION Std Dev	2.0000000 5.0000000 1.0000000 1.0000000 3.0000000 4.0000000 4.0000000 3.0000000 3.0000000 2.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 Maximum
Variable C35QUES C37QUES C37QUES C39QUES C39QUES C40QUES C40QUES C40QUES C40QUES C45QUES C50QUES C50QUES C50QUES	Labol THOUSE THE WORK ORP/COR MANAGEME CHANGE CUR COMMENCE OR COMM	N 144 143 144 144 144 144 144 144 144 144	Mean 7.5763889 8.3006993 8.3006993 9.7.5486131 7.9510490 7.9305556 7.8055556 7.8055556 8.097222 7.4452778 7.4755245 3.861311 6.7638889	1.8943414 1.3841913 1.4870589 1.7293431 1.5981004 1.5982652 1.5341236 2.0173058 1.6710752 2.1186631 2.4167571 2.0069324 L POSITION Std Dev 1.5468444	2.0000000 5.0000000 4.00000000 1.0000000 3.00000000 4.0000000 3.00000000 0.0000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable -035QUES 037QUES 037QUES 038QUES 039QUES 040QUES 050QUES 037QUES	Label INFO & WORK ORP/COR HOUSE, IND & WORK ORP/COR HOUSE, IND & WORK ORP/COR HOMADING COMPLICT/COR HOMADING C	N 144 143 144 144 144 144 144 144 144 144	Mean 7.575.3889 7.5575.389 7.8888889 7.5486111 7.9510490 7.4856121 7.9510490 7.805555 7.805555 7.8052778 7.0277778 7.4755245 3.861111 6.763888	1.8943414 1.3841913 1.4870589 1.7293431 1.59810602 1.59820602 1.59820602 1.59820602 1.59820602 1.59820602 1.59820602 1.69826631 1.8455587 2.0069324 LPOSITION Std Dev 1.5468444 1.3707475	2.0000000 5.0000000 4.0000000 1.0000000 3.0000000 0 3.0000000 0 3.0000000 0 2.0000000 Minimum 2.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable C35QUES C37QUES C37QUES C39QUES C4QUES C5QUES C5QUES C5QUES C5QUES C3QUES C3QUES C3QUES C3QUES C3QUES	Labol IND & WORK ORP/COR MANAGEMEN COMMON CO	N 144 143 144 144 144 144 144 144 144 144	Mean 7.5763889 8.3006993 8.3006993 9.7.5486131 7.9510490 7.9305556 7.8055556 7.8055556 8.097222 7.4452778 7.4755245 3.861311 6.7638889	1.8943414 1.3841913 1.4870589 1.7293431 1.5981004 1.5982652 1.5341236 2.0173058 1.6710752 2.1186631 2.4167571 2.0069324 L POSITION Std Dev 1.5468444	2.0000000 5.0000000 4.00000000 1.0000000 3.00000000 4.0000000 3.00000000 0.0000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable	Labol IND & WORK ORP/COR MANAGENE CHARGE CHA	N 144 143 144 144 144 144 144 144 144 144	Mean 7.575.3889 7.5575.389 7.8888889 7.5486111 7.9510490 7.4856121 7.9510490 7.805555 7.805555 7.8052778 7.0277778 7.4755245 3.861111 6.763888	1.8943414 1.3841913 1.4870589 1.7293431 1.59810602 1.59820602 1.59820602 1.59820602 1.59820602 1.59820602 1.59820602 1.69826631 1.8455587 2.0069324 LPOSITION Std Dev 1.5468444 1.3707475	2.0000000 5.0000000 4.0000000 1.0000000 3.0000000 0 3.0000000 0 3.0000000 0 2.0000000 Minimum 2.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable C35QUES C37QUES C37QUES C39QUES C4QUES C4QUES C4QUES C4QUES C4QUES C4QUES C4QUES C4QUES C5QUES C5QUES C5QUES C5QUES C5QUES C3QUES C3QUES C3QUES C3QUES C3QUES C3QUES C3QUES C3QUES C3QUES C4QUES	Labol DISSESSED TO SECOND	N 144 143 144 144 144 144 144 144 144 144	Mean 7.5763889 8.3006993 9.3006993 7.5486131 7.9510490 7.9305556 7.8055556 7.8055556 7.8055556 7.907222 7.8402778 7.6277778 6.7638889 8.101111 8.400173 8.5202312 8.5202312 8.5202312	1.8943414 1.3841913 1.4870589 1.7293431 1.5981000 1.5982000 1.5982000 1.5982600 1.5982600 1.5982600 1.5982600 1.5982600 1.5982600 1.5982600 1.5982600 1.6982600 1.6982600 1.6982600 1.59826000 1.59826000 1.59826000 1.59826000 1.598260000 1.59826000000000000000000000000000000000000	2.0000000 5.0000000 1.0000000 1.0000000 1.0000000 3.0000000 0 3.0000000 0 2.0000000 Minimum 2.0000000 2.0000000 2.0000000 2.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable C35QUES C37QUES C37QUES C39QUES C4QUES C4QUES C4QUES C4QUES C4QUES C4QUES C4QUES C4QUES C5QUES C5QUES C5QUES C5QUES C5QUES C3QUES C3QUES C3QUES C3QUES C3QUES C3QUES C3QUES C3QUES C3QUES C4QUES	Labol DISSESSED TO SECOND	N 144 143 144 144 144 144 144 144 144 144	Mean 7.5761889 8.3005993 7.8888889 7.5486111 7.9510490 6.9097222 7.802576 6.9097222 7.4755245 13.6.7638889 IN A MANAGERIA. 8.2890173 8.5202315 6.7638889	1.8943414 1.3841913 1.48705433 1.7393433 1.7393433 1.7393433 1.7393433 1.5082652 1.5042652 1.5042652 1.5042653 1.6710752 2.0186531 1.8455587 2.0069324 1.507475 1.5056444 1.3707475 1.505522 1.4805955	2.0000000 5.0000000 1.0000000 1.0000000 1.0000000 3.0000000 2.0000000 Minimam 2.0000000 2.0000000 1.0000000 1.0000000 1.000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C39QUES C39QUES C39QUES C49QUES C49QUES C40QUES C40QUES C40QUES C40QUES C40QUES C40QUES C40QUES C40QUES C40QUES C30QUES C40QUES C40QUES C40QUES C40QUES	Labol ZHOWE IND & WORK ORP/COR ANALOGIS CHAMBE/COR ANALOGIS CHAMBE/COR ANALOGIS CHAMBE/COR ANALOGIS CHAMBE/COR ANALOGIS CHAMBE/COR BOYLA POOL GORD CLARA/COR BOYLA POOL GORD CLARA/COR BOYLA POOL GORD CLARA/COR BOYLA POOL GORD CLARA/COR ANALOGIS LABOR SELFATORS/COR ANALOGIS LABOR SELFATORS/COR ANALOGIS LABOR SELFATORS/COR ANALOGIS LABOR GOR LABOL LAB	N 144 143 144 144 144 144 144 144 145 173 173 173 173 173 173 173 173 173 173	Mean 7.5761889 8.3005993 7.8888889 7.54861110 7.9305556 6.9097222 7.8055556 6.9097222 7.4055556 6.9097222 7.4055556 8.909722 7.405556 8.909722 7.405564 8.80566 8.90972 8.80566 8.90972 8.80566 8.90972 8.80566 8.90972 8.80566 8.90972 8.80566 8.90972 8.80566 8.90972 8.80566 8.90972 8.80566 8.90972 8.80566 8.90972 8.80566 8.90972 8.80756 8.90972 8.80756 8.90972 8.80756 8.90972 8.80756 8.90972 8.9097	1.8943414 1.3841913 1.4870583 1.4870583 1.5981004 1.5982652 1.5341236 2.017.10758 2.1.67571 2.4167571 2.4167571 2.4067544 2.7068444 1.3707475 1.5468444 1.3707475 1.5468444 1.3707475 1.5468444 1.3707475 1.5468444 1.3707475	2.0000000 5.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C37QUES C36QUES C4QUES C3QUES C3QUES C3QUES C3QUES C3QUES C3QUES C3QUES C3QUES C3QUES C4QUES	Labol DAPOWN IND & WORK ORP/COR NAMAGING CHAMBE/COR NAMAGING CHAMBE/COR NAMAGING CHAMBE/COR NAMAGING CHAMBE/COR NAMAGING CHAMBE/COR NAMAGING CHAMBE/COR NEWLY-POOR NAMAGING CHAMBE/COR NEWLY-POOR NAMAGING CHAMBE/COR NEWLY-POOR NAMAGING CHAMBE/COR N	N 144 143 144 144 144 144 144 144 144 144	7.576,3889 8.3006993 7.8888889 7.8888889 7.98826490 7.9305556 6.9902722 6.9902772 7.40755245 6.7027778 7.4755245 8.2633889 8.2899273 8.2753485 8.2899273 8.2753485 8.3872832 8.3872832	1.8943414 1.8943419 1.8943419 1.8943419 1.7293431 1.5982652 1.5341239 2.1186631 1.6710752 2.1186631 1.6710752 2.1186631 1.64157571 2.0069324 LPOSITION Std Dev 1.5468444 1.3707475 1.5848540 1.41505225 1.4692201 1.415519	2.0000000 5.0000000 5.0000000 1.0000000 1.0000000 1.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable C35QUES C37QUES C37QUES C39QUES C39QUES C39QUES C40QUES C40QUES C40QUES C40QUES C40QUES C40QUES C50QUES C50QUES C50QUES C50QUES C30QUES C30QUES C30QUES C30QUES C40QUES C40QUES C40QUES C40QUES C40QUES C40QUES C40QUES	Labol DEFENDED TO SERVICE OF TOP TO SERVICE OF THE SERVICE OF TOP TO SERVICE OF THE SERVICE OF T	N 144 143 144 144 144 144 144 144 144 145 173 173 173 173 173 173 173 173 173 173	7.576,1889 8.3006993 7.8888899 7.5486111 7.9510490 7.5486111 7.9510490 7.8055556 6.9097222 7.80277797 8.0777778 7.02777778 8.10777778 8.10777778 8.10777778 8.10777778 8.10777778 8.10777778 8.10777778 8.10777778 8.10777778 8.10777778 8.1077778 8.10778 8.107778 8.10788 8.10788	1.8943414 1.18441913 1.18441913 1.7293431 1.5981004 1.5981065 2.0171059 2.1186631 2.0171059 2.1186631 2.0069324 LPOSITION SCG Dev 1.5469444 1.5469444 1.5469444 1.5469444 1.5469515 1.4865951 1.4865955 1.4865955 1.4865955	2.0000000 5.000000 1.0000000 1.0000000 1.0000000 3.0000000 3.0000000 2.0000000 Minimum 2.0000000 4.0000000 1.0000000 1.0000000 2.0000000 1.0000000 1.0000000 2.00000000 1.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C37QUES C4QQUES C4QQUES C4QQUES C4QUES C4QUES C4QUES C4QUES C4QUES C4QUES C4QUES C3QUES C3QUES C3QUES C3QUES C3QUES C3QUES C3QUES C3QUES C3QUES C4QUES C4QUES C4QUES C4QUES C4QUES C4QUES C4QUES C4QUES C4QUES	Labol THOOMS IND & WORK ORP/CTR MANAGEME CHAMPACTUR MANAGEME CHAMPACTUR MANAGEME CHAMPACTUR MANAGEME CHAMPACTUR MANAGEME CHAMPACTUR MOTIVATING PROPILICT/CTR MOTIVATING PROPILICT/CTR MOTIVATING PROPILICT/CTR MOTIVATING PROPILICT/CTR MONISHING & WORK ORP/CTR MANAGE LABOR SELENTOWS/CTR MANAGE LABOR SELENTOWS/CTR MANAGE LABOR SELENTOWS/CTR MANAGE LABOR SELENTOWS/CTR MANAGEME LABOR SELENTOWS/CTR MONISHING SELENTOWS/CTR MONISHING SELENTOWS/CTR MONISHING SELENTOWS/CTR MONISHING SELENTOWS/CTR MANAGEME COMPTICIT/CTR	N 144 144 144 144 144 144 144 144 144 14	Mean 7.576;3889 8.3006993 7.8888889 7.54865111 7.9305556 6.9097222 7.8055556 6.9097222 7.0277778 7.4755245 3.86511111 6.763888 8.3872832 8.374566 8.3872832 8.3774566 8.3872832 8.3774566	1.8943414 1.3843919 1.8943419 1.8943419 1.8923481 1.8981094 1.5982652 1.534236 2.1136631 1.8455587 2.4167571 2.4067971 1.845587 2.4167571 1.845587 2.4167571 1.845587 2.4167571 1.845581 1.5868444 1.586844	2.0000000 5.0000000 1.0000000 1.0000000 1.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 4.00000000 4.0000000000	10.0000000 10.0000000
Variable 0350USS 0370USS 0370USS 0370USS 0390USS 0400USS 0410USS 0410USS 0410USS 0410USS 0430USS 0390USS 0390USS 0390USS 0390USS 0390USS 0390USS 0390USS 0390USS 0440USS 0440USS 0440USS 0440USS 0440USS 0440USS 0440USS 0440USS	Labol DAYON IND & WORK ORP/COR MANAGEME CHAMBE/COR MANAGEME CHAMBE/COR MANAGEME CHAMBE/COR MANAGEME CHAMBE/COR MANAGEME CHAMBE/COR MANAGEME CHAMBE/COR MOYELF POOR GRANAGE CHAMBE/COR MOYELF GUIDOSCHAMBE/COR MOYELF GUIDOSCHAMBE/COR MOYELF GUIDOSCHAMBE/COR MOYELF GUIDOSCHAMBE/COR MANAGE LABOL GUIDOSCHAMBE/COR MONAGEMEN CHAMBE/COR MONAGEMEN CHAMBE/COR MONAGEMEN CHAMBE/COR MONAGEMEN CHAMBE/COR MOYELF MOYELF COR MONAGEMEN CHAMBE/COR MOYELF MOYELF COR MO	N 144 143 144 144 144 144 144 144 144 145 173 173 173 173 173 173 173 173 173 173	Mean 7.5763889 8.3005993 7.8888889 7.8888889 7.9810490 7.9305556 7.9510490 7.9305556 7.6023778 7.0277778 7.0277778 8.402378 8.1045087 8.5202312 8.3774566 7.88459912 8.3772832 8.3772832 8.3772836	1.8943414 1.18441913 1.18441913 1.729431 1.5981004 1.5981004 1.5981004 1.5981004 1.5981004 1.5981004 1.6710752 2.1186631 1.6710752 2.1186631 1.6710752 2.1186631 1.6710752 1.1845587 1.5846844 1.3707475 1.5846844 1.3707475 1.5846844 1.3707475 1.5846844 1.3707475 1.5846844 1.3707475 1.485595 1.4962201 1.4115119 1.5641286 1.7276602	2.0000000 5.0000000 5.0000000 6.0000000 3.0000000 4.0000000 4.0000000 2.0000000 2.0000000 4.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.0000000 2.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable	Labol INC & WORK ORP/COR MANAGEME CHANGE CORP. MANAGEME CHANGE CORP. BUILDING TRANSCALCUR FROM INDICATOR 15 BUT LESS TRANSCALCUR BUILDING TRANSCALCUR 15 BUT LESS TRANSCALCUR BUILDING TRANSCALCUR B	N 144 144 144 144 144 144 144 144 145 173 173 173 173 173 173 173 173 173 173	Mean 7. 5763889 7. 58688887 7. 68688887 7. 9510490 7. 9310490 7. 9310490 7. 9310459 7. 9310490 7. 93105555 8. 9007212 7. 6402778 8. 9007212 7. 6402778 8. 365611111 8. 26890173 8. 58731312 8. 3872831 8. 3872831 8. 3872831 8. 3872832 8. 3872832 8. 3872832 8. 3872832 8. 3872832 8. 3872832 8. 3872832 8. 3872832	1.8943414 1.1870589 1.7293431 1.5982654 2.0171058 2.0171058 2.0171058 2.0171059 2.1186631 2.0171059 2.1186631 2.0171059 2.1186631 2.0069324 LPOSITION Std Dev LPOSITION 4.010522 1.5848540 1.504523 1.4465951 1.4115019 1.5644286 1.3707475 1.5648540 1.5045231 1.4115019 1.5641286 1.3924450 1.5642286 1.3924450 1.1924286	2.0000000 5.0000000 5.0000000 5.0000000 6.0000000 3.0000000 4.0000000 3.0000000 2.0000000 Minimum 2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.00000000	10.0000000 10.00000000 10.000000000 10.00000000
Variable	Labol SHOW A WORK ORP/CTR MANAGING CLOSED, CLO	N 144 143 144 144 144 144 144 144 144 147 147 173 173 173 173 173 173 173 173 173 17	Mean 7.5763889 8.3006993 7.5486511 7.5486511 7.9510490 7.9510490 7.9510490 7.9510490 7.9510490 7.9510490 7.9510490 7.9510490 7.9510490 7.9510490 7.9510490 7.9510490 7.9510490 8.300312 8.300312 8.300312 8.300312 8.300312 8.300312 8.300312 8.300312 8.300312 8.300312	1.584.181 1.4870589 1.7293431 1.5981000 1.5981002 1.598102 1.591236 2.0171058 2.0171059 2.0171059 2.0171059 2.0169324 LPOSITION Std Dev 1.5468444 1.3707479 1.6205322 1.4605955 1.6205322 1.4605955 1.6205322 1.4605955 1.6205322 1.4605955 1.5241286 1.7276602 1.7276602 1.7276602 1.7276603	2.0000000 4.0000000 3.0000000 4.0000000 3.0000000 4.0000000 3.0000000 4.0000000 2.0000000 4.0000000 4.0000000 4.0000000 4.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable	Labol INC & WORK ORP/COR MANAGEME CHANGE CORP. MANAGEME CHANGE CORP. BUILDING TRANSCALCUR FROM INDICATOR 15 BUT LESS TRANSCALCUR BUILDING TRANSCALCUR 15 BUT LESS TRANSCALCUR BUILDING TRANSCALCUR B	N 144 143 144 144 144 144 144 144 144 147 147 173 173 173 173 173 173 173 173 173 17	Mean 7. 5763889 7. 58688887 7. 68688887 7. 9510490 7. 9310490 7. 9310490 7. 9310459 7. 9310490 7. 93105555 8. 9007212 7. 6402778 8. 9007212 7. 6402778 8. 365611111 8. 26890173 8. 58731312 8. 3872831 8. 3872831 8. 3872831 8. 3872832 8. 3872832 8. 3872832 8. 3872832 8. 3872832 8. 3872832 8. 3872832 8. 3872832	1.8943414 1.1870589 1.7293431 1.5982654 2.0171058 2.0171058 2.0171058 2.0171059 2.1186631 2.0171059 2.1186631 2.0171059 2.1186631 2.0069324 LPOSITION Std Dev LPOSITION 4.010522 1.5848540 1.504523 1.4465951 1.4115019 1.5644286 1.3707475 1.5648540 1.5045231 1.4115019 1.5641286 1.3924450 1.5642286 1.3924450 1.1924286	2.0000000 5.0000000 5.0000000 5.0000000 6.0000000 3.0000000 4.0000000 3.0000000 2.0000000 Minimum 2.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.00000000	10.0000000 10.00000000 10.000000000 10.00000000
Variable	Labol SHOW A WORK ORP/CTR MANAGING CLOSED, CLO	N 144 143 144 144 144 144 144 144 144 147 147 173 173 173 173 173 173 173 173 173 17	Mean 7.5763889 8.3006993 7.5486511 7.5486511 7.9510490 7.9510490 7.9510490 7.9510490 7.9510490 7.9510490 7.9510490 7.9510490 7.9510490 7.9510490 7.9510490 7.9510490 7.9510490 8.300312 8.300312 8.300312 8.300312 8.300312 8.300312 8.300312 8.300312 8.300312 8.300312	1.584.181 1.4870589 1.7293431 1.5981000 1.5981002 1.598102 1.591236 2.0171058 2.0171059 2.0171059 2.0171059 2.0169324 LPOSITION Std Dev 1.5468444 1.3707479 1.6205322 1.4605955 1.6205322 1.4605955 1.6205322 1.4605955 1.6205322 1.4605955 1.5241286 1.7276602 1.7276602 1.7276602 1.7276603	2.0000000 4.0000000 3.0000000 4.0000000 3.0000000 4.0000000 3.0000000 4.0000000 2.0000000 4.0000000 4.0000000 4.0000000 4.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000

MORE THAN	10 BUT LESS THAN OR EQUAL TO	15 YRS	IN A MANAGER			
Variable		N	Mean	Std Dev		
C350mgg	IMPOWE IND 4 WORK GRP/CUR BUILDING TRUST/CUR BUILDING TRUST/CUR BUILDING TEAMHORK/CUR BUILDING TEAMHORK/CUR BUILDING TEAMHORK/CUR MOTIVATING PEOPLE/CUR EMPLY COORD MECHENSH/CUR DEVID SUBGREIMATES/CUR UNDRETWEN FOLE CO & XO/CUR	79	8 6582278	1.1534350	5 0000000	10 000000
C370UES	BUILDING TRUST/CUB	79	8.9240506	1.1958491	6.0000000	10.0000000
C38OUES	MANAGING CHANGE/CUR	79	8.5443038	1,2278548	6.0000000	10.000000
C39QUES	MANAGING CONFLICT/CUR	79	8.3164557	1.4723460	5.0000000	10.0000000
C40ours	BUILDING TEAMNORK/CUR	78	8.8333333	1.2212051	6.0000000	10.0000000
C41QUES	DEVLP POS ORGAN CLIMAT/CUR	79	8.7848101	1.0821499	6.0000000	10.000000
C42QUES	MOTIVATING PEOPLE/CUR	79	8.6075949	1.1812393	5.0000000	10.000000
C43QUES	EMPLY COORD MECHNSM/CUR	79	8.2658228	1.3273152	5.0000000	10.000000
C44QUES	DEVLP SUBORDINATES/CUR	79	8.8227848	1.2274582	5.0000000	10.000000
C45QUES	DEVLP SUBORDINATES/CUR UNDRSTND ROLE CO & XO/CUR PROM INNOVT & RISK BHVR/CUR	79	8.7848101	1.2265324	4.0000000	10.000000
	PROM INNOVT & RISK BHVR/CUR MANAGE LABOR RELATIONS/CUR		8.4303797 6.1410256	1.4203967	4.0000000	
C50QUES	MANAGE LABOR RELATIONS/CUR MANG MULTI-CULT DIVESTY/CUR	78	6.1410256	2.3059739	0	10.000000
C51QUES	MANG MULTI-CULT BIVESTY/CUR	79	7.9367089	1.6972207	3.0000000	10.000000
MORE THAN	15 YRS IN A MANAGERIAL POSIT	TON				
Variable		N	Mean	Std Dev		Maximu
c3 Source	TMDOWN TND 4 WORK GRP/CITS	79	8.8354430	1.0430525		
0370000	IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR	79	9 1772152	0.0030323	6.0000000	10.000000
CSTQUES	MANAGING CHANGE/CUR	79	8 9113924	1 1895902	4 0000000	10.000000
C39OURS	MANAGING CONFLICT/CUB	79	8.5696203	1.2161683	6.0000000	10.000000
C40OURS	MANAGING CONFLICT/CUR BUILDING TEAMWORK/CUR	79	8.9746835	0.9867674	6.0000000	10,000000
			8.9113924	1.0276919	6,0000000	
C42QUES	MOTIVATING PEOPLE/CUR	79	8.6582278	1.2798846	4.0000000	10,000000
C43QUES	EMPLY COORD MECHNSM/CUR	79	8.4177215	1.4015339	4.0000000	10.000000
C44QUES	DEVLP SUBORDINATES/CUR	79	8.8481013	1.1556839	5.0000000	10.000000
C45QUES	UNDRSTND ROLE CO & XO/CUR	79	9.0886076	1.2829241	3.0000000	10.000000
	PROM INNOVT & RISK BHVR/CUR	79				10.000000
CAGQUES						
C50QUES C51QUES	MANAGE LABOR RELATIONS/CUR MANG MULTI-CULT DIVESTY/CUR	79 79	6.6455696 8.0253165	2.7081926	3.0000000	10.0000000
	DEVIP FOS ORGAN CLIMAT/COR MOTIVATING PEOPLE/CUR EMPLY COORD MECHNEN/CUR EVELP SUBMORIBATES/CUR UNDESTIND ROLE CO 4 XO/CUR PROM INNOVIT & RISK BHYM/CUR MANAGE LABOR RELATIONS/CUR MANAG MULTI-CULT DIVESTY/CUR			2.7081926 1.7095110	3.0000000	10.0000000
LESS THAN	OR EQUAL TO 5 YRS IN A MANAG	ERIAL P	OSITION			
LESS THAN Variable	OR EQUAL TO 5 YRS IN A MANAG Label	ERIAL P	OSITION Mean	Std Dev	Minimum	Maximu
LESS THAN Variable	OR EQUAL TO 5 YRS IN A MANAG Label	ERIAL P	OSITION Mean	Std Dev	Minimum	Maximu
LESS THAN Variable R35QUES R37QUES	OR EQUAL TO 5 YRS IN A MANAG Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ	N 145 145	OSITION Mean 8.7379310 9.1724138	Std Dev	Minimum	Maximu
LESS THAN Variable R35QUES R37QUES	OR EQUAL TO 5 YRS IN A MANAG Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ	N 145 145 145	0SITION Mean 8.7379310 9.1724138 9.0689655	Std Dev 1.5093261 1.0823382 1.1096494	Minimum 2.0000000 5.0000000 5.0000000	Maximu 10.000000 10.000000 10.000000
LESS THAN Variable R35QUES R37QUES R38QUES R39QUES	OR EQUAL TO 5 YRS IN A MANAGE Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MANAGING COMPILET/REQ	N 145 145 145 145	Mean 8.7379310 9.1724138 9.0689655 9.1172414	Std Dev 1.5093261 1.0823382 1.1096494 1.1273337	Minimum 2.0000000 5.0000000 5.0000000 5.0000000	Maximu 10.000000 10.000000 10.000000
LESS THAN Variable R35QUES R37QUES R38QUES R39QUES	OR EQUAL TO 5 YRS IN A MANAGE Label MMOORE IND 6 WORE GRE/REQ BUILDING TRUST/REQ MANAGENS CHANGE/REQ MANAGENS COMPLICT/REQ	ERIAL P N 145 145 145 145	0SITION Mean 8.7379310 9.1724138 9.0689655 9.1172414 9.1527778	Std Dev 1.5093261 1.0823382 1.1096494 1.1273337	Minimum 2.0000000 5.0000000 5.0000000 5.0000000	Maximu 10.000000 10.000000 10.000000 10.000000
LESS THAN Variable R35QUES R37QUES R38QUES R39QUES	OR EQUAL TO 5 YRS IN A MANAGE Label MMOORE IND 6 WORE GRE/REQ BUILDING TRUST/REQ MANAGENS CHANGE/REQ MANAGENS COMPLICT/REQ	ERIAL P N 145 145 145 145	08ITION Mean 8.7379310 9.1724138 9.0689655 9.1172414 9.1527778	std Dev 1.5093261 1.0823382 1.1096494 1.1273337 1.0598815 0.9463582	Minimum 2.0000000 5.0000000 5.0000000 5.0000000 6.0000000	Maximu 10.000000 10.000000 10.000000 10.000000 10.000000
LESS THAN Variable R35QUES R37QUES R38QUES R39QUES	OR EQUAL TO 5 YRS IN A MANAGE Label MMOORE IND 6 WORE GRE/REQ BUILDING TRUST/REQ MANAGENS CHANGE/REQ MANAGENS COMPLICT/REQ	ERIAL P N 145 145 145 145	08ITION Rean	std Dev 1.5093261 1.0823382 1.1096494 1.1273337 1.0598815 0.9463582	Minimum 2.0000000 5.0000000 5.0000000 5.0000000 6.0000000 6.0000000	Maximu 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
LESS THAN Variable R35QUES R37QUES R38QUES R39QUES	OR EQUAL TO 5 YRS IN A MANAGE Label MMOORE IND 6 WORE GRE/REQ BUILDING TRUST/REQ MANAGENS CHANGE/REQ MANAGENS COMPLICT/REQ	ERIAL P N 145 145 145 145	08ITION 8.7379310 9.1724138 9.0689655 9.1172414 9.1527778 9.2758621 9.2896552 8.5103448	Std Dev 1.5093261 1.0823382 1.1096494 1.1273337 1.0598815 0.9463582 0.9495411 1.514569	Minimum 2.0000000 5.0000000 5.0000000 5.0000000 6.0000000 6.0000000	Maximu 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
LESS THAN Variable R350UES R390UES R390UES R410UES R410UES R420UES R420UES R440UES	OR EQUAL TO 5 YES IN A MANAGE LAB-1 IMPORT IND 6 WORK ORF/REQ MANAGING CHANGE/REQ MANAGING CHANGE/REQ BUILDING TERMODEK/REQ BUILDING TERMODEK/REQ MOTIVATING PEOPLE/REQ MOTIVATING PEOPLE/REQ MOTIVATING PEOPLE/REQ MUTH FOR SECTION OF THE PEOPLE PRO MUTH FOR SECTION OF THE PEOPLE PRO MUTH SECTION DEATH OF THE	N 145 145 145 145 145 145 145 145 145 145	Mean 8.7379310 9.1724138 9.0689655 9.1172414 9.1527778 9.2758621 9.2895552 8.5103448 9.0068965	8td Dev 1.5093261 1.0823382 1.1096494 1.1273337 1.0598815 0.9463582 0.9495411 1.5143629 1.2332013	Minimum 2.0000000 5.0000000 5.0000000 5.0000000 6.0000000 6.0000000 6.0000000	Maximu 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
Variable R350UES R350UES R360UES R450UES R450UES R440UES R440UES R440UES R440UES	OR EQUAL TO 5 YES IN A MANAGE Label HEYORE IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ DEVLP FOS CHGAN CLIDAT/REQ HOTIVATING PEOPLE/REQ BUILDING COMMA CRIDAN/REQ MOTIVATING PEOPLE/REQ MOTI	145 145 145 145 145 145 145 145 145 145	8.7379310 9.1724138 9.0689655 9.1172414 9.1527778 9.2758621 9.2896552 8.5103448 9.0068966 8.9379310	8td Dev 1.5093261 1.0823382 1.1096494 1.1273337 1.0598815 0.9463582 0.9495411 1.5143629 1.2332013 1.4730010	Minimum 2.0000000 5.0000000 5.0000000 5.0000000 6.0000000 6.0000000 0	Maximu 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
LESS THAN Variable R35QUES R37QUES R39QUES R39QUES R49QUES R41QUES R41QUES R41QUES R44QUES R44QUES R45QUES	OR EQUAL TO 5 YES IN A MANAGE Label IMPORT IND & WORK GRF/RED STILLING TRIST/RED STILLING TRIST/RED STILLING TRIST/RED BOYLE FOR GRANN CLIMAT/RED BOYLE FOR GRANN CLIMAT/RED BOYLE FOR GRANN CLIMAT/RED BOYLE FOR GRANN CLIMAT/RED BOYLE STEDORDINATES AND RED BOYLE STEDORDINATES AND RE	PRIAL P N 145 145 145 145 145 145 145 145 145 145	Mean 8.7379310 9.1724138 9.0689655 9.1172414 9.1527778 9.2758621 9.2896552 8.5103448 9.0068966 8.9379310 8.6180555	Std Dev 1.5093261 1.0823382 1.1096494 1.1273337 1.05588815 0.9463582 0.9463582 1.2332013 1.4730010 1.4730010	Minimum 2.0000000 5.0000000 5.0000000 5.0000000 6.0000000 6.0000000 6.000000000	Maximu 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
LESS THAN Variable R35QUES R37QUES R36QUES R39QUES R40QUES R40QUES R42QUES R43QUES R44QUES R44QUES R45QUES R45QUES R45QUES R45QUES	OR EQUAL TO 5 YES IN A MANAGE Label HEYORE IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ DEVLP FOS CHGAN CLIDAT/REQ HOTIVATING PEOPLE/REQ BUILDING COMMA CRIDAN/REQ MOTIVATING PEOPLE/REQ MOTI	145 145 145 145 145 145 145 145 145 145	081TION Mean 8.7379310 9.1724138 9.0689655 9.1172414 9.1527778 9.2758621 9.2695652 8.5103448 9.0068966 8.9379310 8.6180556 7.0413799 7.94448276	Std Dev 1.5093261 1.0823382 1.1094494 1.1273337 1.0598815 0.9463582 0.94695411 1.5143629 1.2332013 1.4730010 1.4092429 2.3537083 1.8550955	Minimum 2.0000000 5.0000000 5.0000000 5.0000000 6.0000000 6.0000000 0	Maximu 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
LESS THAN Variable R35QUES R35QUES R38QUES R38QUES R40QUES R41QUES R41QUES R41QUES R44QUES R44QUES R45QUES R45QUES R55QUES	OR EQUAL TO 5 YES IN A MANAGE LAB-91 IMPOOR IND & WORK GREF/RED MANAGING CHANGE/RED MANAGING COMPLICT/RED MANAGING COMPLICT/RED MOTUNATION PROPILE/RED MOTUNATIO	145 145 145 145 145 145 145 145 145 145	Mean 8.7379310 9.1724138 9.0689655 9.1172418 9.1527778 9.2758621 9.2896552 8.5103448 9.0068966 8.9379310 8.6180556 7.0413793 7.9448276	Std Dev 1.5093261 1.0823382 1.0823382 1.1273337 1.0508815 0.9463582 0.9463581 1.5143629 1.2332013 1.4730010 1.4092429 2.3537083 1.8550955	Minimum 2.0000000 5.0000000 5.0000000 6.0000000 6.0000000 6.0000000 0.00000000	Maximu 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
LESS THAN VARIABLE RISQUES RISQUES RISQUES RISQUES RISQUES RAIQUES RAI	OR EQUAL TO 5 YES IN A MANAGE LAB-SI IN A WANAGE HOUSE THE STATE OF TH	145 145 145 145 145 145 145 145 145 145	Mean 8.7379310 9.1774138 9.0689655 9.1172414 9.2758621 9.2758621 8.5103448 8.9379310 8.6180559 7.0413797 19.444276	Std Dev 1.5093261 1.0823382 1.109494 1.1273337 1.0596815 0.9463582 0.9463582 1.2332013 1.4730010 1.4092429 2.3572683 1.850355	Minimum 2.000000 5.000000 5.000000 5.000000 6.000000 6.000000 6.000000 2.0000000 0.0000000000	Maximu 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
LESS THANN Variable R350UES R370UES R380UES R390UES R40UES R40UES R410UES R420UES R430UES R430UES R450UES R550UES R550UES R550UES R550UES R550UES R550UES	OR EQUAL TO 5 YES IN A MASSAC Label Label 1 MOSES SEP/REQ SEP/	145 145 145 145 145 144 145 145 145 145	Mean 8.7379310 9.1774138 9.0689655 9.1172414 9.1774882 9.1527778 9.2758621 9.2896552 8.5103444 8.510346 8.510349 7.0413793 7.9448276	Std Dev 1.5093261 1.0823382 1.1096494 1.1273337 1.0598815 0.9463582 1.23302 1.233031 1.233031 1.233031 1.233031 1.233031 1.2350355 LPOSITION Std Dev	Minimum 2.000000 5.000000 5.000000 5.000000 6.000000 6.000000 6.000000 2.000000 0 0 Minimum	Maximu 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000
LESS THANN Variable R350UES R370UES R380UES R390UES R400UES R400UES R410UES R430UES R430UES R430UES R450UES R450UES R550UES R550UES R550UES R550UES R550UES	OR EQUAL TO 5 YES IN A MASSAC Label Label 1 MOSES SEP/REQ SEP/	145 145 145 145 145 144 145 145 145 145	Mean 8.7379310 9.1774138 9.0689655 9.1172414 9.1774882 9.1527778 9.2758621 9.2896552 8.5103444 8.510346 8.510349 7.0413793 7.9448276	Std Dev 1.5093261 1.0823382 1.1096494 1.1273337 1.0598815 0.9463582 1.23302 1.233031 1.233031 1.233031 1.233031 1.233031 1.2350355 LPOSITION Std Dev	Minimum 2.000000 5.000000 5.000000 5.000000 6.000000 6.000000 6.000000 2.000000 0 0 Minimum	Maximu 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
LESS THANN Variable R350UES R370UES R380UES R390UES R400UES R400UES R410UES R430UES R430UES R430UES R450UES R450UES R550UES R550UES R550UES R550UES R550UES	OR EQUAL TO 5 YES IN A MASSAC Label Label 1 MOSES SEP/REQ SEP/	145 145 145 145 145 144 145 145 145 145	Mean 8.7379310 9.1774138 9.0689655 9.1172414 9.1774882 9.1527778 9.2758621 9.2896552 8.5103444 8.510346 8.510349 7.0413793 7.9448276	Std Dev 1.5093261 1.0823382 1.1096494 1.1273337 1.0598815 0.9463582 1.23302 1.233031 1.233031 1.233031 1.233031 1.233031 1.2350355 LPOSITION Std Dev	Minimum 2.000000 5.000000 5.000000 5.000000 6.000000 6.000000 6.000000 2.000000 0 0 Minimum	Maximu 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
LESS THANN Variable R350UES R370UES R380UES R390UES R400UES R400UES R410UES R430UES R430UES R430UES R450UES R450UES R550UES R550UES R550UES R550UES R550UES	OR EQUAL TO 5 YES IN A MASSAC Label Label 1 MOSES SEP/REQ SEP/	145 145 145 145 145 144 145 145 145 145	Mean 8.7379310 9.1774138 9.0689655 9.1172414 9.1774882 9.1527778 9.2758621 9.2896552 8.5103444 8.510346 8.510349 7.0413793 7.9448276	Std Dev 1.5093261 1.0823382 1.1096494 1.1273337 1.0598815 0.9463582 1.23302 1.233031 1.233031 1.233031 1.233031 1.233031 1.2350355 LPOSITION Std Dev	Minimum 2.000000 5.000000 5.000000 5.000000 6.000000 6.000000 6.000000 2.000000 0 0 Minimum	Maximu 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000
LESS THAN VARIABLE RISOUES RIFOUES RIF	OR EQUAL TO 5 YES IN A MANAGE LABOL LABOL INCOME, INC 5 WORK ORP/RED, SCILLING THEORY, RED, SCILLING THEORY, RED, SCILLING THEORY, RED, SCILLING THEORY, RED, SCILLING THE AMERICAN PROPERTY OF THE	ERIAL F N 145 145 145 145 145 145 145 145 145 14	OSITION Mean 8.7379910 9.1724138 9.0689655 9.1172414 9.1527778 9.127244 9.1527778 9.2758621 9.2758621 8.5103448 8.5103448 8.5103448 8.5103448 17.0418276 IN A MANAGERIJ Mean 8.91279070 9.1279070 9.1279070 9.1279070	Std Dev 1.5093261 1.0823382 1.1096494 1.1273337 1.0508815 0.9463582 1.05143629 1.2332013 1.4730010 1.4092429 2.3550955 ML POSITION Std Dev 1.3414051 1.1127759 1.1577000	Minimum 2.000000 5.000000 5.000000 5.000000 6.000000 6.000000 6.000000 0.000000 0.0000000 0.0000000 0.000000	Maximu 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
LESS THAN Variable A35QUES A37QUES A37QUES A37QUES A37QUES A40QUES A40QUES A40QUES A40QUES A40QUES A40QUES A40QUES A40QUES A37QUES A37	OR EQUAL TO 5 YES IN A MANAGE LABOL INCOME IND & WORK ORP/RED STILLING THROUGH IND & WORK ORP/RED STILLING THROUGH INCOME	N 145 145 145 145 145 145 145 145 145 145	OSITION Mean 8.7379310 9.1724138 9.0689655 9.1372414 9.2758621 9.2758621 9.2896552 8.5103448 9.068956 8.6180556 8.6180556 7.0413793 7.9448276 IN A MANAGERIA Mean 8.9127907 9.2441860 8.9625581 8.9625581 8.9625581 8.9625581 8.9625581 8.9625581	Std Dev 1.5093261 1.0823382 1.1094494 1.1273337 1.1273337 1.9463582 0.9465511 1.5143629 1.2332013 1.4092429 2.35377083 1.8550955 ML POSITION 1.1217759 1.3414051 1.1117759 1.12777900 1.27721305 1.27721305	Minimum 2.000000 5.000000 5.000000 6.000000 6.000000 6.000000 6.000000 0 2.000000 0 Minimum 3.000000 4.000000 4.000000 4.000000	Maximum 10.000000 10.0000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.000000 10.0000000 10.00000000
LESS THAN PARTABLE R350UES R370UES R370UES R360UES R390UES R400UES R400UES R410UES R420UES R450UES R450UES R450UES R450UES R550UES R55UES R550UES R550UES R550UES R550UES R550UES R550UES R550UES R55UES R550UES R55UES R55	OR EQUAL TO 5 YES IN A MAGNAL Label Label 1 MOSES ORF/REQ MILLS THE STATE OF THE ST	N 145 145 145 145 145 145 145 145 145 145	OSITION Mean 8.7379310 9.1724138 9.0689655 9.1527778 9.2758621 9.2896552 8.0068965 8.0068965 8.0379910 8.6180556 7.0413793 7.0413793 IN ANNAGERIA Mean 8.92479070 9.1279070 9.1279070 9.1279070 9.1279070	Std Dev 1.5093261 1.0823382 1.1096494 1.1096494 1.1096496 1.1096496 1.0596815 0.9463582 0.9463582 1.15132013 1.473010 1.473010 1.4092429 2.3537083 1.8350953 1.8350953 1.8350953 1.8350953 1.8350953 1.8350953 1.8350953 1.8350953 1.8350953 1.8350953 1.8350953 1.8350953 1.8350953 1.8350953 1.8350953 1.8350953 1.8350953 1.8350953 1.8350953 1.8357093	Minimum 2.0200000 5.0200000 5.0200000 5.0200000 6.0000000 6.0000000 2.0000000 0 2.0000000 0 4.0000000 4.0000000 4.0000000	Maximum 10.000001 10.000001 10.000001 10.000001 10.000001 10.0000001
LESS THAN PARTABLE R350UES R370UES R370UES R360UES R390UES R400UES R400UES R410UES R420UES R450UES R450UES R450UES R450UES R550UES R55UES R550UES R550UES R550UES R550UES R550UES R550UES R550UES R55UES R550UES R55UES R55	OR EQUAL TO 5 YES IN A MAGNAL Label Label 1 MOSES ORF/REQ MILLS THE STATE OF THE ST	ERIAL P N 145 145 145 145 145 145 145 145 145 14	OSITION Mean 8.7379310 9.1724138 9.1724138 9.1172414 9.1527778 9.2758621 9.1527778 9.2758621 9.2527778 9.2758621 9.264896 9.0648966 8.9379310 8.9179310 8.9179310 8.91279071 8.91279071 9.2441860 9.1279071 9.2441860 9.1279071 9.279073	Std Dev 1.5093261 1.0823382 1.1273337 1.0508815 0.9463582 1.2332013 1.4730010 1.2332013 1.4730010 1.2332013 1.4730010 1.4730010 1.1377000 1.1577000 1.1577000 1.1577000 1.1577000 1.1577000 1.1577000 1.1577000 1.1577000 1.1577000 1.1577000 1.1577000	Minimum 2.0200000 5.0200000 5.0200000 5.0200000 6.0200000 6.0200000 2.02000000 2.02000000 Minimum 3.0200000 4.0200000 4.0200000 4.0200000 4.02000000 4.02000000 4.020000000000	Maximum 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.000000 10.0000000 10.0000000 10.00000000
LESS THAN VARIABLE RISOURS RIFOURS RIF	OR EQUAL TO 5 YES IN A MAGNAL Label Label 1 MOSES ORF/REQ MILLS THE STATE OF THE ST	ERIAL P 145 145 145 145 145 145 145 145 145 14	Mean. 8.7379310 9.774138 9.0689551 9.172418 9.0689551 9.2735621 9.2735621 9.2735622 8.3503464 8.3503469 8.3503469 8.3503469 8.3503469 8.3503469 8.3503469 8.3503469 8.3503469 8.3503469 8.3503469 8.3503555 7.9448276 7.944879 9.273255 8.3503469 9.273255 9.273255 9.273255 9.273255 9.273255 9.273255 9.273255 9.273255 9.273255 9.273255 9.273255 9.273255	Std Dev 1.5093261 1.0623384 1.1273337 1.05208615 0.9495413 1.51232013 1.5123	Minimum 2.0000000 5.0000000 5.0000000 6.0000000 6.0000000 0.0000000 0.00000000	Maximum 10.000000 11.000000 11.000000 10.000000
LESS THAN VARIABLE R350UES R370UES R370UES R370UES R370UES R370UES R370UES R430UES R440UES R370UES R37	OR EQUAL TO 5 YES IN A MANGAL Label 1 DECOME IND & WORK ORF/REQ MOTOR THE TRANSPIRED MOTOR IND & WORK ORF/REQ MOTOR THE TRANSPIRED MOT	ERIAL P N 145 145 145 145 145 145 145 145 145 145	Mean. 8.7379310 9.1724138 9.0689655 9.0689655 9.2758621 9.2758622 9.2758622 9.2758622 9.2758622 9.2758622 17.386525 9.2758622 17.386525 9.2758622 17.386525 9.2759622 18.5959520 18.5959520 19.3959520	Rtd Dev 1. 5093561 1. 1093382 1. 1094494 1. 1. 0598815 0. 4465582 0. 4465582 0. 4465582 1. 1293291 1. 1232013 1. 14730010 1. 4790010 8td Dev 1. 14414053 1. 1577000 1. 17772130 1. 17772130 1. 17772130 1. 17772130	Minimum 2.0000000 5.0000000 5.0000000 6.0000000 6.0000000 6.0000000 2.0000000 2.0000000 4.0000000 4.0000000 4.0000000 4.00000000	Maximu 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
LESS THAN VARIABLE R350UES R370UES R370UES R390UES R400UES R440UES R440UES R440UES R440UES R440UES R440UES R440UES R440UES R440UES R350UES R350UES R350UES R350UES R350UES R360UES R440UES R440UES R440UES R440UES	OR EQUAL TO 5 YES IN A MANAGE LIABS! LINCOW, JND & WORK ORP/REQ BUILDING TREET/REQ BUILDING TREET/REG BUILDI	ERIAL P 145 145 145 145 145 145 145 145 145 14	Mean. 8.7379310 9.1724188 9.1724188 9.1724188 9.1724184 9.1527786 9.1527786 9.1527786 9.1527786 9.1527786 9.1527786 9.1527786 9.1527786 9.1527786 9.152786	8td Dev 1.5093261 1.023382, 1 1.023382, 1 1.1273337 1.1273337 1.1273337 1.1273337 1.1273327 1.3332013 1.3543521 1.3332013 1.3543521 1.3332013 1.1554352 1.3332013 1.1554352 1.1377083 1.1277503 1.1277503 1.1277503 1.1277503 1.1277503 1.1277503 1.1277503 1.1277503 1.1277503 1.1277503 1.1277503	Minimum 2.000000 5.0000000 5.0000000 5.0000000 6.0000000 6.0000000 2.0000000 0.00000000 4.0000000 4.0000000 4.0000000 4.00000000	Maxim: 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
LESS THAN VARIABLE R350UES R370UES R370UES R370UES R370UES R370UES R430UES R420UES R420UES R440UES	OR EQUAL TO 5 YES IN A MANGAL Label 1 DECOME IND & WORK ORF/REQ MOTOR THE TRANSPIRED MOTOR IND & WORK ORF/REQ MOTOR THE TRANSPIRED MOT	PRIAL P N 145 145 145 145 145 145 145 145 145 14	Mean. 8.7379310 9.1724138 9.0689655 9.0689655 9.2758621 9.2758622 9.2758622 9.2758622 9.2758622 9.2758622 17.386525 9.2758622 17.386525 9.2758622 17.386525 9.2759622 18.5959520 18.5959520 19.3959520	Rtd Dev 1. 5093561 1. 1093382 1. 1094494 1. 1. 0598815 0. 4465582 0. 4465582 0. 4465582 1. 1293291 1. 1232013 1. 14730010 1. 4790010 8td Dev 1. 14414053 1. 1577000 1. 17772130 1. 17772130 1. 17772130 1. 17772130	Minimum 2.000000 5.0000000 5.0000000 5.0000000 6.0000000 6.0000000 2.0000000 0.00000000 4.0000000 4.0000000 4.0000000 4.00000000	Maxim: 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000

MORE THAN	10 BUT LESS THAN OR EQUAL TO	15 YRS	IN A MANAGERIA	AL POSITION		
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
			9.2151899	1.2054458		
R38OUES	MANAGING CHANGE/REO	79	9.4936709	0.7986113	7.0000000	10.0000000
RASOUES	MANAGING CONFLICT/REO	79	9.5063291	0.7986113	6.0000000	10.0000000
R400URS	BUILDING TRAMMORK/REG	79	9.6835443	0.6313255	8.0000000	10.0000000
R410UES	DEVLP POS ORGAN CLIMAT/REO	79	9.5822785	1.0574230	3.0000000	10.0000000
R42QUES	MOTIVATING PEOPLE/REQ	79	9.5189873	0.9589091	4.0000000	10.0000000
R43QUES	EMPLY COORD MECHNSM/REO	79	9.0253165	1.1319903	6.0000000	10.0000000
R44QUES	DEVLP SUBORDINATES/REQ	79	9.4050633	0.9676695	5.0000000	10.0000000
R45QUES	UNDRSTND ROLE CO & XO/RED	79	9.1898734	1.9616578	0	10.0000000
R46QUES	PROM INNOVT & RISK BHVR/REQ	79	8.9620253	1.4272354	4.0000000	10.0000000
R50QUES	MANAGE LABOR RELATIONS/REQ	78	7.3589744 8.2025316	2.5582784	0	10.0000000
RSIQUES	PEDDALING CONSTITUTION OF TRANSPORTA/REQ DEVLF POS ORGAN CLIMAT/REQ DEVLF POS ORGAN CLIMAT/REQ DEVLF SUBSCRIPTION DECEMBER (REQ DEVLF SUBSCRIPTION DEVLF (REQ DEVLF SUBSCRIPTION (REQ DEVLF SUBSCRIPTION (REQ DEVLF SUBSCRIPTION (REQ DEVLF DEVLF DEVLF DEVLF DEVLF DEVLF DEV FROM INNOVT & RISE SERVE/REQ MANAGE LEAGN RELATIONS/SEG MANAGE LEAGN RELATIONS/SEG MANAGE LEAGN (REG	79			0	10.0000000
MORE THAN	15 YRS IN A MANAGERIAL POSITIO	ON				
Variable				Std Dev		Maximum
R35QUES	IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ BARAGING CHANGE/REQ BARAGING CONFLICT/REQ BUILDING TRAMBORK/REQ DEVLF FOS ORGAN CLIMAT/REQ MOTIVATING PROFILE/REQ	79	9.1772152	1.2985149	3.0000000	10.0000000
R37QUES	BUILDING TRUST/REQ	79	9.4430380	0.9967490	5.0000000	10.0000000
R38QUES	MANAGING CHANGE/REQ	79	9.5569620	0.8434793	6.0000000	10.0000000
R39QUES	MANAGING CONFLICT/REQ	79	9.4430380	0.9573847	6.0000000	10.0000000
R40QUES	BUILDING TEAMWORK/REQ	79	9.4810127	1.0725092	4.0000000	10.0000000
R41QUES	DEVLP FOS ORGAN CLIMAT/REQ MOTIVATING PEOPLE/REQ EMPLY COORD MECHNSM/REQ DEVLP SUBORDINATES/REQ	79	9.6075949	0.8230294	6.0000000	10.0000000
R42QUES	MOTIVATING PROPLE/REQ EMPLY COORD MECHNSM/REQ	79	9.4177215	1.3455301	2.0000000	10.0000000
R44GURG	EMPLI COOKD MECHNOM/MEQ	79				10.0000000
PASOTTE	UNDRSTND ROLE CO 4 XO/REQ	79	9.3544304	1.1879521	4.0000000 3.0000000	10.0000000
		79	9.3670886	1.3883879	4.0000000	10.0000000
R500URS	MANAGE LABOR RELATIONS/REG	79	7.3670886	2.5629371	4.0000000	10.0000000
R51QUES		79	8.2025316	2.1446400	0	10.0000000
	OR EQUAL TO 5 YRS IN A MANAGE				W-7	Manada.
Variable	Label	N	Mean	Std Dev		
Variable 035DELTA	Label DELTA-IMPOWR IND & WORK GRP	N 144	Mean 1,1527778	1.7869748	-3.0000000	7.000000
Variable Q35DELTA Q37DELTA	Label DELTA-IMPONR IND & WORK GRP DELTA-BUILDING TRUST	N 144 143	Mean 1.1527778 0.8601399	1.7869748 1.3247450	-3.0000000	7.000000
Variable Q35DELTA Q37DELTA Q38DELTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE	N 144 143 144	Mean 1.1527778 0.8601399 1.1736111	1.7869748 1.3247450 1.5968932	-3.0000000 -2.0000000 -3.0000000	7.000000 5.000000 6.000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA	Label DELTA-IMPOWN IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-MANAGING CONFLICT	N 144 143 144 144	Mean 1.1527778 0.8601399 1.1736111 1.5625000	1.7869748 1.3247450 1.5968932 1.8233863	-3.0000000 -2.0000000 -3.0000000 -4.0000000	7.000000 5.000000 6.000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA	Label DELTA-IMFOWR IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CARAGE DELTA-MANAGING CONFLICT DELTA-BUILDING TEAMORK	N 144 143 144 144 143	Mean 1.1527778 0.8601399 1.1736111 1.5625000 1.2027972	1.7869748 1.3247450 1.5968932 1.8233863 1.6765132	-3.0000000 -2.0000000 -3.0000000 -4.0000000	7.00000 5.00000 6.00000 9.00000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA	Label DELTA-IMPOWE IND 4 WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-MANAGING CONFLICT DELTA-BUILDING TEMMORK DELTA-BUILDING TEMMORK DELTA-DULDING TEMMORK	N 144 143 144 144 143 144	Mean 1.1527778 0.8601399 1.1736111 1.5625000 1.2027972 1.3402778	1.7869748 1.3247450 1.5968932 1.8233863 1.6765132 1.5562335	-3.0000000 -2.0000000 -3.0000000 -4.0000000 -3.0000000	7.00000 5.00000 6.00000 9.00000 6.00000
Variable Q35DELTA Q37DELTA Q38DELTA Q40DELTA Q41DELTA Q41DELTA Q42DELTA	Label DELTA-IMPONE IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANNE DELTA-MANAGING CONFLICT DELTA-BUILDING TEMMORK DELTA-DEVLP POS ORGAN CLIMAT DELTA-DEVLY POPULE DELTA-MOTIVATING PEOPLE	N 144 143 144 144 143 144 144	Mean 1.1527778 0.8601399 1.1736111 1.5625000 1.2027972 1.3402778 1.4861111	1.7869748 1.3247450 1.5968932 1.8233863 1.6765132 1.5562335 1.6428958	-3.0000000 -2.0000000 -3.0000000 -4.0000000 -3.0000000 -3.0000000	7.00000 5.00000 6.00000 9.00000 6.00000 6.00000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q44DELTA	Label DELTA-INFOWN IND & MORE ORP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-MANAGING CONFLICT DELTA-MANAGING CONFLICT DELTA-MANAGING CONFLICT DELTA-BUILDING TRAMMORE	N 144 143 144 144 143 144	Mean 1.1527778 0.8601399 1.1736111 1.5625000 1.2027972 1.3402778	1.7869748 1.3247450 1.5968932 1.8233863 1.6765132 1.5562335	-3.0000000 -2.0000000 -3.0000000 -4.0000000 -3.0000000	7.00000 5.00000 6.00000 9.00000 6.00000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q42DELTA Q42DELTA Q44DELTA Q45DELTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST DELTA-BUILDING TRUST DELTA-MANAGING CONFLICE DELTA-MANAGING CONFLICE DELTA-BUILDING TRANSCRE DELTA-BUILDING TRANSCRE DELTA-BUILDING TRANSCRE DELTA-BUILDING TRANSCRE DELTA-BUILDING TRANSCRE DELTA-BUILDINGT DELTA-DEVLE COND MECHINEM DELTA-DEVLE SUBGRINATES DELTA-DEVLE SUBGRINATES DELTA-UNGSTAUN DOLE CO & NO	N 144 143 144 144 144 144 144 144	Nean 1.1527778 0.8601399 1.1736111 1.5525000 1.2027972 1.3402778 1.4861111 1.5972222 1.1597222 2.1597222	1.7869748 1.3247450 1.5968932 1.8233863 1.6765132 1.5562335 1.6428958 1.9694145 1.7042243 2.3602757	-3.0000000 -2.0000000 -3.0000000 -4.0000000 -3.0000000 -2.0000000 -4.0000000	7.00000 5.00000 6.00000 6.00000 6.00000 6.00000 7.00000 6.00000
Variable Q35DELTA Q37DELTA Q38DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q42DELTA Q44DELTA Q44DELTA Q45DELTA Q45DELTA	Label DELTA-IMPORE IND & WORK GRF DELTA-MILITAN SUBMER DELTA-MANAGING COMMUNE DELTA-MANAGING COMPLICT DELTA-BUILDING TEAMORE DELTA-DEVILON TEAMORE DELTA-DEVILON COMPANIONS DELTA-DEVILON COMPANIONS DELTA-DEVILON COMPANIONS DELTA-UNDESTED ROLLE DELTA-UNDESTED ROLLE DELTA-UNDESTED ROLLE CO & XO. DELTA-UNDESTED ROLLE CO & XO.	N 144 143 144 144 144 144 144 144 144	Nean 1.1527778 0.8601399 1.1736111 1.5525000 1.2027972 1.3402778 1.4861111 1.5972222 1.1597222 1.152871	1.7869748 1.3247450 1.5568932 1.8233863 1.6765132 1.5562335 1.6428958 1.9694145 1.7042243 2.3602757 1.7532174	-3.000000 -2.000000 -3.000000 -4.000000 -3.000000 -3.000000 -4.000000 -4.000000 -10.000000 -3.000000	7.00000 5.00000 6.00000 6.00000 6.00000 6.00000 7.00000 6.00000 6.00000
Variable 035DELTA 037DELTA 038DELTA 039DELTA 040DELTA 041DELTA 041DELTA 042DELTA 044DELTA 044DELTA 045DELTA 046DELTA 046DELTA 050DELTA	Label DELTA-INFORE IND & WORE GRF DELTA-HOLDING TRUST DELTA-HANAGING CHARGE DELTA-HANAGING CONFLICT DELTA-HANAGING CONFLICT DELTA-HANAGING CONFLICT DELTA-HOLDING TEAMONE DELTA-HOLDING TEAMONE DELTA-HOLDING TEAMONE DELTA-HOLDING DELTA-HOLDING DELTA-HOLDING DELTA-HOLDING DELTA-HOLDING DELTA-HOLDING DELTA-HOLDING DELTA-HOLDING DELTA-HOLDING LABOR DELTA-HOLDING DELTA-HOLDING LABOR BELATIONS	N 144 143 144 144 144 144 144 144 144	Mean 1.1527778 0.8601399 1.1736111 1.5525000 1.2027872 1.486111 1.597222 1.9027778 1.1328671 1.13246444	1.7869748 1.3247450 1.5968932 1.8233863 1.6765132 1.5562335 1.6428958 1.9694145 1.7042243 2.3602757 1.7532174 2.7842659	-3.000000 -2.000000 -3.000000 -4.000000 -3.000000 -2.000000 -4.000000 -3.000000 -10.000000 -3.000000 -5.000000	7.00000 5.00000 6.00000 6.00000 6.00000 7.00000 6.00000 10.00000 10.00000
Variable 035DELTA 037DELTA 038DELTA 039DELTA 040DELTA 041DELTA 041DELTA 042DELTA 044DELTA 044DELTA 045DELTA 046DELTA 046DELTA 050DELTA	Label DELTA-IMPORE IND & WORK GRF DELTA-MILITAN SUBMER DELTA-MANAGING COMMUNE DELTA-MANAGING COMPLICT DELTA-BUILDING TEAMORE DELTA-DEVILON TEAMORE DELTA-DEVILON COMPANIONS DELTA-DEVILON COMPANIONS DELTA-DEVILON COMPANIONS DELTA-UNDESTED ROLLE DELTA-UNDESTED ROLLE DELTA-UNDESTED ROLLE CO & XO. DELTA-UNDESTED ROLLE CO & XO.	N 144 143 144 144 144 144 144 144 144	Nean 1.1527778 0.8601399 1.1736111 1.5525000 1.2027972 1.3402778 1.4861111 1.5972222 1.1597222 1.152871	1.7869748 1.3247450 1.5968932 1.8233863 1.6765132 1.5562335 1.6428958 1.9694145 1.7042243 2.3602757 1.7532174 2.7842659	-3.000000 -2.000000 -3.000000 -4.000000 -3.000000 -3.000000 -4.000000 -4.000000 -10.000000 -3.000000	7.00000 5.00000 6.00000 6.00000 6.00000 6.00000 7.00000 6.00000 6.00000
Variable	Label DELTA-INFORE IND & WORE GRF DELTA-HOLDING TRUST DELTA-HANAGING CHARGE DELTA-HANAGING CONFLICT DELTA-HANAGING CONFLICT DELTA-HANAGING CONFLICT DELTA-HOLDING TEAMONE DELTA-HOLDING TEAMONE DELTA-HOLDING TEAMONE DELTA-HOLDING DELTA-HOLDING DELTA-HOLDING DELTA-HOLDING DELTA-HOLDING DELTA-HOLDING DELTA-HOLDING DELTA-HOLDING DELTA-HOLDING LABOR DELTA-HOLDING DELTA-HOLDING LABOR BELATIONS	N 144 143 144 144 144 144 144 144 144 144	Mean 1.1527778 0.8601399 1.1736111 1.5625000 1.2027972 1.3402778 1.4861111 1.5972222 1.1597222 1.152671 3.1328671 3.1344444 1.1736111	1.7869748 1.3247450 1.5968932 1.8233863 1.6765132 1.5562335 1.6428958 1.9694145 1.7042243 2.3602757 1.7332174 2.7842659 2.0116092	-3.000000 -2.000000 -3.000000 -4.000000 -3.000000 -2.000000 -4.000000 -3.000000 -10.000000 -3.000000 -5.000000	7.00000 5.00000 6.00000 6.00000 6.00000 7.00000 6.00000 10.00000 10.00000
Variable -035DELTA 035DELTA 036DELTA 039DELTA 040DELTA 041DELTA 041DELTA 042DELTA 044DELTA 045DELTA 045DELTA 050DELTA 050DELTA 050DELTA WORE THAN Variable	LABOA PRITA-INFONS IND & WORK GRP PRITA-INFONS IND & WORK GRP PRITA-BUILDING TRIDS THE PRITA-BUILDING TRIDS THE PRITA-BUILDING TRIMBURGH AND THE PRITA-BUILDING TRANSPORT THE PRITA-BUILDING TOPOLOGICAL PRITA-BUILDING TOPOLOGICATE NO DELITA-BUILDING TOPOLOGICA PRITA-BUILDING TOPOLOGICA PRITA-BUILDING TRANSPORTIANT NO DELITA-BUILDING TOPOLOGICA PRITA-BUILDING TOPOLOGICA PRITA-BUILDI	N 144 143 144 144 144 144 144 144 144 144	Mean 1.1527778 0.8601399 1.1736111 1.5625000 1.2027972 1.3402778 1.4861111 1.5972222 1.1597222 1.152671 3.1944444 1.1736111	1.7869748 1.3247450 1.5968932 1.8233863 1.6765132 1.5562335 1.6228958 1.9694145 1.7042243 2.3602757 1.7532174 2.7842659 2.0116092	-3.000000 -2.000000 -3.000000 -4.000000 -3.000000 -3.000000 -2.000000 -4.000000 -3.000000 -3.000000 -5.000000 -5.000000	7.00000 5.00000 6.00000 6.00000 6.00000 7.00000 6.00000 10.00000 10.00000
Variable 035DELTA 037DELTA 037DELTA 038DELTA 038DELTA 038DELTA 038DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 05DELTA 05DELTA MORE THAN Variable 035DELTA	LAND DELTA-HOUSE IND & WORK ORP DELTA-HOUSE IND & WORK ORP DELTA-MANASTRIC CHANGE DELTA-MANASTRIC CHANGE DELTA-MOVED OR ORDAY DELTA-HOUSE ORDAY DELTA-HOUSE ORDAY DELTA-HOUSE ORDAY DELTA-HOUSE ORDAY DELTA-HOUSE ORDAY DELTA-HOUSE DELTA-HOUSE DELTA-HOUSE IND SET MOVE DELTA-HOUSE IND SET MOVE S NOT LESS THAN OR EQUAL TO 1 Label Label DELTA-HOUSE IND S WORK ORP	N 144 143 144 144 144 144 144 144 144 143 144 144	Mean 1.1527778 0.8601399 1.1736111 1.5625900 1.1736211 1.5872222 1.1597222 1.19027778 1.1328671 1.1736111 IN A MANAGERIAL Mean	1.7869748 1.3247450 1.5968932 1.8233863 1.6765132 1.5562335 1.622958 1.9994145 2.3802757 1.7532174 2.7842659 2.0116992 L POSITION Std Dev	-3.000000 -2.000000 -2.000000 -3.000000 -4.000000 -3.000000 -3.000000 -4.000000 -4.000000 -3.000000 -3.000000 -5.000000 -5.000000 -9.000000	7.00000 5.00000 9.00000 6.00000 6.00000 6.00000 6.00000 10.00000 10.00000 7.00000 7.00000 7.00000
Variable Q35DELTA Q37DELTA Q37DELTA Q37DELTA Q39DELTA Q39DELTA Q39DELTA Q41DELTA Q41DELTA Q41DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q55DELTA Q55DELTA Q55DELTA Q55DELTA	LABAT PRICE-INFORD IND & WORK GRP DELTA-INFORD IND & WORK GRP DELTA-MULLING TRIDE DELTA-MULLING TRIDE DELTA-MULLING TRIDE DELTA-MULLING TRAMBER DELTA-MULLING TRAMBER DELTA-MULLING TRAMBER DELTA-MULLING TRAMBER DELTA-MULLING TRAMBER DELTA-MULLING TRAMBER DELTA-MULLING TRUMBER DELTA-MUL	N 144 143 144 144 144 144 144 144 144 144	Mean 1.1527778 0.8601199 1.1736111 1.5525000 1.2027972 1.4602111 1.592222 1.9027778 1.128671 1.1587222 1.9027778 1.1328671 1.13746444 Mean 0.6337209 0.7325581	1.7869748 1.3247450 1.5568932 1.833863 1.6765132 1.5562335 1.5562335 1.7042243 2.360275 1.7042243 2.360275 1.7532274 2.7842659 2.0116092 L POSITION Std Dev 1.5633306 1.4503431	-3.000000 -2.000000 -2.000000 -3.000000 -4.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -5.000000 -5.000000 -5.000000 -5.000000 -5.000000	7.00000 5.00000 6.00000 6.00000 6.00000 6.00000 7.00000 10.00000 7.00000 10.00000 7.00000 Maxim
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q39DELTA Q41DELTA Q41DELTA Q41DELTA Q42DELTA Q42DELTA Q42DELTA Q44DELTA Q45DELTA Q51DELTA Q51DELTA Q51DELTA Q57DELTA Q37DELTA Q37DELTA Q37DELTA	LABOL DELTA-DHOUSE IND & WORK CEP- DELTA-DHOUSE IND & WORK CEP- DELTA-MANAGEME CHARMS DELTA-MANAGEME CHARMS DELTA-MANAGEME CHEM- DELTA-DHOUSE FOR CHARM DELTA-DHOUSE FOR SHOW DELTA-MANAGEMENT DELTA-DHOUSE DELTA-MANAGEMENT DELTA-DHOUSE DELTA-MANAGEMENT COLUMN DELTA-DHOUSE FOR DELTA-DHOUSE DELTA-DHOUSE FOR BURNAL DELTA-DHOUSE FOR WORK CEP- DELTA-DHOUSE FOR WORK CEP- DELTA-DHOUSE FOR BURNAL DELTA-DHOUSE FOR WORK CEP- DELTA-DHOUSE FOR BURNAL DELTA-DHOUSE FOR WORK CEP- DELTA-DHOUSE FOR BURNAL DELTA-DHOUSE FOR BURNA	N 144 143 144 144 144 144 144 144 144 144	Mean 1.1527778 0.850,1393 1.5625000 1.5625000 1.5625000 1.56275000 1.3402778 1.4861111 1.5972222 1.1597222 1.1927779 1.1328671 1.1736111 IN A MANAGERIAL Mean 0.6337209 0.7325581 1.0639581	1.7869748 1.3247450 1.5568932 1.8233863 1.8233863 1.8562335 1.6428958 1.9594145 1.7042243 2.3602757 1.7532174 2.784265 2.1816022 L POSITION Std Dev 1.55633306 1.4503431 1.4503431 1.4503431	-3.000000 -2.000000 -3.000000 -4.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -5.000000 -5.000000 -5.000000 -5.000000	7.00000 5.00000 6.00000 9.00000 6.00000 6.00000 6.00000 7.00000 10.00000 10.00000 7.00000 Maxims
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q39DELTA Q39DELTA Q39DELTA Q41DELTA Q41DELTA Q41DELTA Q41DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q55DELTA Q55DELTA Q55DELTA Q35DELTA Q37DELTA	LAND DELTA-AMPONE IND & WORK ORP DELTA-AMMONITH CHANNE TO RELEASE AND THE CHANNE THE CHA	N 144 144 144 144 144 144 144 144 144 14	Mean 1.1527778 1.8507139 1.8501319 1.85025000 1.2027972 1.4681111 1.5572222 1.9027778 1.4882111 1.1572222 1.19027778 1.1328671 3.1944444 1.173611 IN A MANAGERIAL Mean 0.6337200 0.722581 1.1104651	1.7869748 1.3247450 1.5939920 1.596393920 1.5962335 1.6428958 1.9694145 1.7662757 1.7532174 2.7842659 2.0116092 2.0116092 2.014692 1.5633361 1.6759330 1.675933061 1.675933061 1.675933061 1.675933061 1.675933061 1.675933061	-3.000000 -2.000000 -3.000000 -4.000000 -4.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -5.000000 -5.000000 -5.000000 -5.000000 -5.000000	7,00000 5,00000 6,00000 6,00000 6,00000 6,00000 7,00000 10,00000 7,00000 7,00000 Maxim
Variable Q35DELTA Q37DELTA Q37DELTA Q37DELTA Q39DELTA Q39DELTA Q49DELTA Q41DELTA Q41DELTA Q41DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q55DELTA Q50BELTA Q50BELTA Q37DELTA Q37DELTA Q37DELTA Q37DELTA Q39DELTA Q39DELTA Q39DELTA	LABAT PRICE-INFORD IND & WORK GRP DELTA-INFORD IND & WORK GRP DELTA-MULLING TRIPS DELTA-MULLING TRIPS DELTA-MULLING TRIPS DELTA-MULLING TRANSMIN DELTA-MULLING TRANSMIN DELTA-MULLING TRANSMIN DELTA-MULLING TRANSMIN DELTA-MULLING TRUST DELTA-MULLING CHARME	N 144 143 144 144 144 144 144 144 144 147 147 147	Mean 1.1527778 0.8601399 1.1736111 1.5625000 1.2027972 1.18027778 1.5972222 1.9027778 1.1326671 1.1736111 IN A MANAGERIAI Mean 0.6337209 0.7325586 1.0035581 1.0035581	1.7869748 1.3247450 1.5568932 1.833863 1.833863 1.623958 1.6428958 1.7642245 1.7642245 2.3602757 1.7532174 2.7842659 2.0116092 L POSITION Std Dev 1.5603361 1.67593306 1.67593310 1.67593310	-3.0000000 -2.0000000 -2.0000000 -3.0000000 -4.0000000 -3.0000000 -3.0000000 -3.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000	7.00000 5.00000 6.00000 9.00000 6.00000 6.00000 6.00000 7.00000 10.00000
Variable Q15DELTA Q17DELTA Q17DELTA Q18DELTA Q19DELTA Q19DELTA Q19DELTA Q19DELTA Q10ELTA	LEAD I SELTA-DHOWN IND & WORK GRP SELTA-DHOWN IND & WORK GRP SELTA-MANAGEM CHARMS SELTA-MANAGEM CONSTLICT SELTA-SHAWAND CONSTLICT SELTA-SHAWAND CONSTLICT SELTA-SHAWAND CONSTLICT SELTA-SHAWAND SELTA-SHAWAND SELTA-SHAWAND SELTA-SHAWAND SELTA-SHAWAND SELTA-SHAWAND SELTA-MANAGEM SELTA-MANAGEM SELTA-MANAGEM SELTA-SHAWAND CONSTLICT SELTA-MANAGEM CONSTLICT SELTA-MANAGEM CONSTLICT SELTA-SHAWAND SEMANGEM CONSTLICT	N 144 144 144 144 144 144 144 144 144 14	Mean 1.1527778 0.8501399 1.1736111 1.5525900 1.2625900 1.2625900 1.262790 1.4861111 1.5972222 1.1597222 1.1597222 1.1597222 1.1597222 1.1597223 1.1326671 Mean Mean 0.6337209 0.7325581 1.1046551 1.1046551	1.7869748 1.3247450 1.5568931 1.5568931 1.5562335 1.6228958 1.9594145 1.7642241 2.7642242 2.7522174 2.7522	-3.0000000 -2.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -4.0000000 -3.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000	7.00000 5.00000 6.00000 8.00000 6.00000 6.00000 10.00000 10.00000 7.00000 7.00000 7.00000 7.00000 7.00000 7.00000
Variable Q35DELTA Q37DELTA Q37DELTA Q37DELTA Q39DELTA Q39DELTA Q49DELTA Q41DELTA Q41DELTA Q41DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q55DELTA Q55DELTA Q37DELTA Q41DELTA Q41DELTA Q41DELTA Q41DELTA	LAND DELTA-SHOWS IND 4 WORK ORP DELTA-SHOWS IND 4 WORK ORP DELTA-SHAWING CHARGE DELTA-SHAWING CONTILES DELTA-SHAWING CONTILES DELTA-SHAWING CONTILES DELTA-SHAWING CONTILES DELTA-SHAWING DERGA DELTA-SHAWING DELTA-SHAWING DELTA-SHAWING DERGA DELTA-SHAWING DERGA DERGA DELTA-SHAWING DERGA DERGA DELTA-SHAWING DERGA DELTA-SHAWING DERGA DERGA DELTA-SHAWING DERGA DERGA DELTA-SHAWING DERGA DERGA DELTA-SHAWING DERGA DELTA-SHAWING DERGA DERGA DELTA-SHAWING DERGA DERGA DELTA-SHAWING DERGA DERGA DELTA-SHAWING DERGA DELTA-SHAWING DERGA DERGA DELTA-SHAWING DERGA DELTA-SHAWING DERGA DELTA-SHAWING DERGA DELTA-SHAWING DERGA DELTA-SHAWING DERGA DELTA-SHAWING DERGA DERGA DELTA-SHAWING DERGA DERGA DELTA-SHAWING DERGA DELTA-SHAWING DELTA-SHAWING DELTA-SHAWING DERGA DELTA-SHAWING DELTA-SHAWING DELT	N 144 143 144 144 144 144 144 144 144 147 147 147	Mean 1.1527778 0.8603199 1.17361110 1.50207972 1.402778 1.402778 1.1028771 1.1328671 1.1328671 IN A MANAGERIAL 0.73275091 1.0639535 1.110451 0.86046518 0.8186047	1.7869748 1.3247450 1.3247450 1.8213863 1.6765132 1.5562335 1.6426958 1.9604245 1.3602757 1.7532174 2.7842659 2.011699 L POSITION Std Dev 1.5633306 1.4503431 1.6759330 1.8271844 1.5822781 1.822781 1.4963122	-3.0000000 -2.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000	7,00000 5,00000 6,00000 6,00000 6,00000 6,00000 6,00000 6,00000 7,00000 7,00000 7,00000 7,00000 7,00000 8,00000 7,00000 7,00000
Variable Q35DELTA Q37DELTA Q37DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA	LABOL DELTA-HANDE IND A WORK ORP DELTA-HANDE IND CHAMPE IN DELTA-HANDE IND CHAMPE IN DELTA-HANDE INDUSTRIBUTION OF DELTA-HANDE	N 144 144 144 144 144 144 144 144 144 14	Mean	1.7869748 1.334963 1.8233863 1.6765132 1.5562335 1.9694145 2.3602757 1.7763227 2.0116092 L POSITION Std Dev 1.5633366 1.676323 2.116092 L POSITION 1.5633366 1.67639330 1.8271845 1.56426821 1.56227821 1.56227821 1.56227821	-1.0000000 -2.0000000 -2.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -3.0000000 -5.0000000 -9.0000000 -9.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000	7.00000 5.00000 6.00000 9.00000 6.00000 6.00000 6.00000 6.00000 7.00000 7.00000 Maxim 5.0000 5.0000 6.00000 6.00000 6.00000 6.00000 6.00000 6.00000
Variable Q35DELTA Q37DELTA Q37DELTA Q30DELTA Q30DELTA Q30DELTA Q30DELTA Q44DELTA Q44DELTA Q44DELTA Q44DELTA Q45DELTA Q45DELTA Q35DELTA Q40DELTA Q40DELTA Q41DELTA Q41DELTA Q41DELTA	LEAD - DHOWN IND & WORK GRP DELTA-DHOWN IND & WORK GRP DELTA-MANAGEM CHARME DELTA-MANAGEM CONSTLICT DELTA-SHOWN IND CONSTLICT DELTA-SHOWN IND CONSTLICT DELTA-SHOWN IND CHARME DELTA-SHOWN IND CHARME DELTA-SHOWN IND CHARME DELTA-MANAGEM CHARME DELTA-MANAGEM CHARME DELTA-MANAGEM CHARME DELTA-MANAGEM THOUT TOURST DELTA-MANAGEM THOUT TOURST DELTA-MANAGEM THOUT TOURST DELTA-MANAGEM CONSTLICT DELTA-MOTIVATING PROFILE DELTA-MOT	N 144 144 144 144 144 144 144 144 144 172 172 172 172 172 172 172 172 172 172	Mean 1.1527778 0.8501399 1.1736111 1.56250000 1.46251000 1.402778 1.4861111 1.5972222 1.1328671 1.1328671 3.1344444 1.1736111 IN A MANAGERIAL 0.63377209 0.7325581 1.0403531 1.0403531 0.8504651 0.8504651 0.8504651 0.8504651	1.7869746 1.7869746 1.5968932 1.8233866 1.67651325 1.9694145 1.7042442 2.9602757 2.7842659 2.0116092 L POSITION Std Dev 1.5633306 1.4503431 1.67593306 1.4503431 1.67593316 1.6759316 1.6759316 1.6759316 1.6759316 1.6759316 1.6759316 1.6759316 1.6759316 1.675	-3.0000000 -2.0000000 -2.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000	7,00000 5,00000 9,00000 9,00000 6,00000 6,00000 6,00000 10,00000 7,00000 Maxim 5,00000 7,00000 6,00000 7,00000 6,00000 7,00000 6,00000 7,00000 6,00000 7,00000 6,00000 7,00000 6,00000 7,00000 6,00000 6,00000 6,00000 6,00000 6,00000 6,00000 6,00000 6,00000
Variable OJSDELTA OJSDELTA OJSDELTA OJSDELTA OJSDELTA OJSDELTA OJSDELTA OLDELTA OLDELTA OLDELTA OLDELTA OLDELTA OLDELTA OLDELTA OLDELTA OLDELTA OSOBELTA OSOBELTA OSOBELTA OSOBELTA OSOBELTA OSOBELTA OSOBELTA OJSDELTA OJ	LAB-I DRITA-DHOWN IND 4 WORK GRP DRITA-DHOWN IND 4 WORK GRP DRITA-MANAGEME CHANGE REFER-BRITA-DRIVE FOR GREAT REFER-BRITA-BRI	N 144 143 144 144 144 144 144 144 144 144	Mean 1.1527778 0.8603199 1.17361110 1.2007972 1.3402778 1.4561111 1.5557222 1.9027778 1.1328671 1.1328671 1.1328671 1.1328671 1.1328671 1.104551 0.8533488 0.918604651 0.8553488 0.918604651 0.8553488 0.918604651 0.8553488	1.7889748 1.5868932 1.8233861 1.6765332 1.6223958 1.9694145 1.7042247 1.7532274 2.7842659 2.0116092 L POSITION Std Dev 1.552306 1.6759330 1.6759330 1.6759330 1.6759310 1.6759310 1.6759310 1.6759310 1.6759310 1.6759310	-1.0000000 -2.0000000 -2.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000	7,00000 5,00000 6,00000 6,00000 6,00000 6,00000 6,00000 7,00000 5,00000 6,00000 6,00000 6,00000 6,00000 6,00000 6,00000 6,00000 6,00000
Variable Q35DELTA Q37DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q44DELTA Q44DELTA Q44DELTA Q45DELTA Q45DELTA Q35DELTA Q40ELTA Q40ELTA Q40ELTA Q40ELTA Q40ELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA	LAND DELTA-HOUSE IND A WORK ORP DELTA-HOUSE IND	N 144 143 144 144 144 144 144 177 172 172 172 172 172 172 172 172 172	Mean 1.1527778 0.8601399 1.17961110 1.2027972 1.34027791 1.46021112 1.1597122 1.9027779 1.1944444 1.1736111 IN A MANAGERTAI Mean 0.6337209 0.7325581 1.1104651 0.8504651 0.8604651 0.8604651 0.8604651 0.8604651 0.8604651 0.8604651 0.8604651	1.7869748 1.7869748 1.18213863 1.8213863 1.8213863 1.85623358 1.9694145 2.36027574 1.7602424 2.36027574 2.36027574 1.7602424 1.760244 1.7602424 1.760244	-1,0000000 -1,0000000 -1,0000000 -1,0000000 -1,0000000 -1,0000000 -1,0000000 -1,0000000 -1,0000000 -1,0000000 -1,0000000 -1,0000000 -1,0000000 -1,0000000 -1,0000000 -1,0000000 -1,0000000 -1,00000000	7. 000001 5. 000001 6. 000001 6. 000001 6. 000001 6. 000001 6. 000001 7. 000001 7. 000001 7. 000001 9. 000001
Variable OJSDELTA OJSDELTA OJSDELTA OJSDELTA OJSDELTA OJSDELTA OJSDELTA O40DELTA O41DELTA O41DELTA O41DELTA O41DELTA O41DELTA O45DELTA O45DELTA O45DELTA O51DELTA O35DELTA O37DELTA O41DELTA O4	LAB-I DRITA-DHOWN IND 4 WORK GRP DRITA-DHOWN IND 4 WORK GRP DRITA-MANAGEME CHANGE REFER-BRITA-DRIVE FOR GREAT REFER-BRITA-BRI	N 1444 143 1444 1444 1444 1444 1444 1444	Mean 1.1527778 0.8603199 1.17361110 1.2007972 1.3402778 1.4561111 1.5557222 1.9027778 1.1328671 1.1328671 1.1328671 1.1328671 1.1328671 1.104551 0.8533488 0.918604651 0.8553488 0.918604651 0.8553488 0.918604651 0.8553488	1.7889748 1.5868932 1.8233861 1.6765332 1.6223958 1.9694145 1.7042247 1.7532274 2.7842659 2.0116092 L POSITION Std Dev 1.552306 1.6759330 1.6759330 1.6759330 1.6759310 1.6759310 1.6759310 1.6759310 1.6759310 1.6759310	-1.0000000 -2.0000000 -2.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000	7,00000 5,00000 6,00000 6,00000 6,00000 6,00000 6,00000 7,00000 5,00000 6,00000 6,00000 6,00000 6,00000 6,00000 6,00000 6,00000 6,00000

MORE THAN 10 BUT LESS THAN OR BQUAL TO 15 YRS IN A MANAGERIAL POSITION

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
O35DELTA	DELTA-IMPOWE IND & WORK GRP	79	0.5569620	1.3844080	-5.0000000	5.0000000
O37DBLTA	DELTA-BUILDING TRUST	79	0.7594937	1.3321969	-4.0000000	4.0000000
Q38DELTA	DELTA-MANAGING CHANGE	79	0.9493671	1.2598202	-2.0000000	4.0000000
Q39DELTA	DELTA-MANAGING CONFLICT	79	1.1898734	1.5281625	-3.0000000	5.0000000
Q40DELTA	DELTA-BUILDING TEAMWORK	78	0.8461538	1.2799850	-2.0000000	4.0000000
Q41DELTA	DELTA-DEVLP POS ORGAN CLIMAT	79	0.7974684	1.3810043	-4.0000000	4.0000000
Q42DELTA	DELTA-MOTIVATING PROPLE	79	0.9113924	1.3605228	-4.0000000	5.0000000
Q43DELTA	DELTA-EMPLY COORD MECHNSM	79	0.7594937	1.3607614	-2.0000000	5.0000000
Q44DELTA	DELTA-DEVLP SUBORDINATES	79	0.5822785	1.2970143	-2.0000000	4.0000000
Q45DELTA	DELTA-UNDRSTND ROLE CO & NO	79	0.4050633	2.3507718	-10.0000000	6.0000000
Q46DELTA	DELTA-PROM INNOVT & RISK BHVR	79	0.5316456	1.6473401	-5.0000000	4.0000000
Q50DELTA	DELTA-MANAGE LABOR RELATIONS	78	1.2179487	3.0092819	-7.0000000	9.0000000
Q51DELTA	DELTA-MANG MULTI-CULT DIVESTY	79	0.2658228	1.9657899	-9.0000000	5.0000000
MORE THAN	15 YRS IN A MANAGERIAL POSITIO	95				
MORE THAN	15 YRS IN A MANAGERIAL POSITIO Label	N N	Mean	Std Dev	Minimum	Maximum
Variable	Label	N				
Variable Q35DELTA	Label DRUTA-IMPOWR IND & WORK GRP	N 79	0.3417722	1.2287796	-4.0000000	3.0000000
Variable Q35DELTA Q37DELTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST	N 79 79	0.3417722 0.2658228	1.2287796	-4.0000000 -4.0000000	3.0000000
Variable Q35DELTA Q37DELTA Q38DELTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE	79 79 79	0.3417722 0.2658228 0.6455696	1.2287796 0.9962605 1.1771105	-4.0000000 -4.0000000 -3.0000000	3.0000000 2.0000000 5.0000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-MANAGING CHANGE	79 79 79 79	0.3417722 0.2658228 0.6455696 0.8734177	1.2287796 0.9962605 1.1771105 1.3240099	-4.0000000 -4.0000000 -3.0000000	3.0000000 2.0000000 5.0000000 4.0000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA	Label DELTA-TMFOWR IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-MANAGING CONFLICT DELTA-BUILDING TEAMOOKK	N 79 79 79 79 79	0.3417722 0.2658228 0.6455696 0.8734177 0.5063291	1.2287796 0.9962605 1.1771105 1.3240099 1.1308429	-4.0000000 -4.0000000 -3.0000000 -3.0000000	3.0000000 2.0000000 5.0000000 4.0000000 3.0000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA	Label DRITA-IMPOWR IND 4 WORK GRP DRITA-BUILDING TRUST DRITA-MANAGING COMFLICT DRITA-BUILDING TRAMMORK DRITA-BUILDING TRAMMORK DRITA-BUILDING TRAMMORK DRITA-DRUF FOS DROAN CLIMAT	N 79 79 79 79 79 79	0.3417722 0.2658228 0.6455696 0.8734177 0.5063291 0.6962025	1.2287796 0.9962605 1.1771105 1.3240099 1.1308429 1.0664394	-4.0000000 -4.0000000 -3.0000000 -3.0000000 -3.0000000	3.0000000 2.0000000 5.0000000 4.0000000 3.0000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA	Label DELTA-IMPOWR IND 4 WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-MANAGING CONFLICT DELTA-BUILDING TERMMORK DELTA-DEVID FOS ORGAN CLIMAT DELTA-DEVIDATION DEDELTA-	79 79 79 79 79 79 79 79	0.3417722 0.2658228 0.6455696 0.8734177 0.5063291 0.6962025 0.7594937	1.2287796 0.9962605 1.1771105 1.3240099 1.1308429 1.0664394 1.1570873	-4.0000000 -4.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000	3.0000000 2.0000000 5.0000000 4.0000000 3.0000000 4.0000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA	Label DELTA-IMPOWR IND 4 NORK GRP DELTA-SULLING TRUST DELTA-MANICING CRANGE DELTA-MANICING CONFLICT DELTA-MANICING CONFLICT DELTA-MANICING CONFLICT DELTA-DELTA-MOVITATION PROPER DELTA-MOVITATION PROPER DELTA-MOVITATION PROPER	79 79 79 79 79 79 79 79	0.3417722 0.265828 0.6455696 0.8734177 0.5063291 0.6962025 0.7594937 0.5063291	1.2287796 0.9962605 1.1771105 1.3240099 1.1308429 1.0664394 1.1570873 1.4924890	-4.0000000 -4.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -4.0000000	3.0000000 2.0000000 5.0000000 4.0000000 3.0000000 4.0000000 4.0000000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q43DELTA Q43DELTA Q44DELTA	Label DELTA-INFORE IND a MODE GRP DELTA-ANAMORING TRUP DELTA-MANAGING CIRAPGE DELTA-MANAGING CIRAPGE DELTA-MANAGING COMPLICT DELTA-BUILDING TEXAMORE DELTA-BUILDING SUGNATES	N 79 79 79 79 79 79 79 79	0.3417722 0.2658228 0.6455696 0.8734177 0.5063291 0.6962025 0.7594937 0.5063291 0.5063291	1.2287796 0.9962605 1.1771105 1.3240099 1.1308429 1.0664394 1.1570873 1.4924890 1.1969343	-4.0000000 -4.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -4.0000000 -2.0000000	3.000000 2.000000 5.000000 4.000000 3.000000 4.000000 4.000000
Variable Q35DELTA Q37DELTA Q38DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q44DELTA Q44DELTA Q45DELTA	Label DELTA-IMPOWR IND & MORK GRP DELTA-SULLDING TRUST DELTA-MANACHING CERNELCT DELTA-MANACHING CERNELCT DELTA-MANACHING CONFLICT DELTA-MOSTLING TERMENOCHING DELTA-MOSTLATING TROPEE DELTA-MOSTLATING PROPEE DELTA-MOSTLATING PROPEE DELTA-MOSTLATING PROPEE DELTA-MOSTLATING PROPEE DELTA-MOSTLATING PROPEE DELTA-MOSTLATING PROPEE DELTA-MOSTLATING COORD MCRIMM DELTA-DEVLE SUBGOLINATES DELTA-MOSTLATING ROLE CO & MO	N 79 79 79 79 79 79 79 79	0.3417722 0.2658228 0.6455596 0.8734177 0.5063291 0.6962025 0.7594937 0.5063291 0.5063291	1.2287796 0.9962605 1.1771105 1.3240099 1.1308429 1.0664394 1.1570873 1.4924890 1.1969343 1.2703392	-4.0000000 -4.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -4.0000000 -2.0000000 -6.0000000	3.0000000 2.0000000 5.0000000 4.0000000 3.0000000 4.0000000 4.0000000 5.00000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q44DELTA Q44DELTA Q45DELTA Q46DELTA	Label DELTA-INFORK IND 4 WORK GRP DELTA-HOTORY IND 4 WORK GRP DELTA-HOTIDIDG TRUST DELTA-MANDAM DELTA-HOTORY DELTA-MANDAM COMPLICT DELTA-BUILDING TERMONK DELTA-BUTLY DELTA-BUTLY	N 79 79 79 79 79 79 79 79 79	0.3417722 0.2658228 0.6455696 0.8734177 0.5063291 0.6962025 0.7594337 0.5063291 0.5063291 0.2784810 0.3417722	1.2287796 0.9962605 1.1771105 1.324009 1.1308429 1.0664394 1.1570873 1.4924890 1.1969343 1.2703392 1.3670676	-4.0000000 -4.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -4.0000000 -2.0000000 -5.0000000	3.0000000 2.0000000 5.0000000 4.0000000 3.0000000 4.0000000 4.0000000 5.0000000 3.0000000
Variable Q35DELTA Q37DELTA Q38DELTA Q40DELTA Q41DELTA Q42DELTA Q42DELTA Q44DELTA Q44DELTA Q44DELTA	Label DELTA-IMPOWR IND & MORK GRP DELTA-SULLDING TRUST DELTA-MANACHING CERNELCT DELTA-MANACHING CERNELCT DELTA-MANACHING CONFLICT DELTA-MOSTLING TERMENOCHING DELTA-MOSTLATING TROPEE DELTA-MOSTLATING PROPEE DELTA-MOSTLATING PROPEE DELTA-MOSTLATING PROPEE DELTA-MOSTLATING PROPEE DELTA-MOSTLATING PROPEE DELTA-MOSTLATING PROPEE DELTA-MOSTLATING COORD MCRIMM DELTA-DEVLE SUBGOLINATES DELTA-MOSTLATING ROLE CO & MO	N 79 79 79 79 79 79 79 79	0.3417722 0.2658228 0.6455596 0.8734177 0.5063291 0.6962025 0.7594937 0.5063291 0.5063291	1.2287796 0.9962605 1.1771105 1.3240099 1.1308429 1.0664394 1.1570873 1.4924890 1.1969343 1.2703392	-4.0000000 -4.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -4.0000000 -2.0000000 -6.0000000	3.0000000 2.0000000 5.0000000 4.0000000 3.0000000 4.0000000 4.0000000 5.00000000

APPENDIX E

SIGNIFICANCE BETWEEN AGGREGATE MEANS AT THE 5% LEVEL BY CORPS, RANK, POSITION HELD, AND YEARS OF MANAGERIAL EXPERIENCE

Years in a Managerial Po	sition		
Organizational Behavior Survey Items	ficance n Deltas	Difference	
Question 35	1.0	4.0	1.3737
Question 37	1.0	4.0	0.1150
	2.0	4.0	0.0020
Question 39	1.0	4.0	0.6891
Quesiton 40	1.0	4.0	0.6965
Question 41	1.0	2.0	0.0176
	1.0	3.0	0.5428
	1.0	4.0	0.6441
Quesiton 46	1.0	4.0	0.7911
Question 50	1.0	2.0	1.1184
	1.0	3.0	1.9765
	1.0	4.0	2.4729
	2.0	4.0	1.3545

CORPS					
Organizational Behavior Survey Items		Significance Between Deltas			
Question 35	NC	HCA	0.8499		
Question 45	NC	DC	1.1474		
	NC	HCA	1.5344		
	MC	HCA	1.0004		
Question 51	NC	HCA	1.0572		
Question 46	NC	MC	0.7900		
Question 50	MC	HCA	1.8590		
	NC	HCA	1.8103		

APPENDIX F

MEANS FOR ALL ORGANIZATIONAL BEHAVIOR RELATED QUESTIONS FOR THOSE RESPONDENTS WITH SHORT COURSE EXPERIENCE BROKEN DOWN BY DESIGNATOR, RANK, POSITION HELD, AND YEARS IN A MANAGERIAL POSITION.

POOLED

Variable	Label	M	Hean	Std Dev	Minimum	Maximum
C350URS	IMPOWE IND & WORK GRD/CHR	268	8.3656716	1.5387190	3.0000000	10.0000000
C37QUES	BUILDING TRUST/CUR	267	8.5656716	1.3126046	4.0000000	10.0000000
C38QUES	MANAGING CHANGE/CUR	268	8.2500000	1.5241502	2.0000000	10.0000000
C39QUES	MANAGING CONPLICT/CUR	268	8.0485075	1.6009938	1.0000000	10.0000000
C400UES	BUILDING TRAMMORE/CUR	267	8.5056180	1.4441242	4.0000000	10.0000000
C410UES	DEVLP POS ORGAN CLIMAT/CUR	268	8.5037313	1.4128838	2.0000000	10.0000000
C420UES	MOTIVATING PROPER/CUR	268	8.3768657	1.3914352	4.0000000	10.0000000
C43QUES	RMPLY COORD MRCHNSM/CIID	268	7.8992537	1.8301264	0.0000000	10.0000000
C440UES	DEVLP SUBORDINATES/CUR	268	8.4664179	1.5271547	4.0000000	10.0000000
C450UES	UNDESTED ROLE CO & KO/CUR	268	8.3917910	1.7480454	1.0000000	10.0000000
C460URS	PROM INNOVT & RISK BHVR/CUR	267	8.1835206	1.6746759	2.0000000	10.0000000
CSOOURS	MANAGE LABOR RELATIONS/CUR	267	5.2696629	2.7245640	0	10.0000000
C510UES	MANG MULTI-CULT DIVESTY/CUR	268	7.4701493	1.8969335	2.0000000	10.0000000
				21020222	21000000	201000000
POOLED						
Variable	Label	207	Mean	Std Dev	Minimum	Maximum
R35QUES	IMPOWR IND & WORK GRP/REQ	269	9.0260223	1.3141279	2.0000000	10.0000000
R37QUES	BUILDING TRUST/REQ	269	9.3420074	1.0194660	4.0000000	10.0000000
R38QUES	MANAGING CHANGE/REQ	269	9.2862454	1.0702195	4.0000000	10.0000000
R39QUES	MANAGING CONFLICT/REQ	269	9.2081784	1.1202712	4.0000000	10.0000000
R40QUES	BUILDING TEAMWORK/REQ	269	9.3903346	0.9658630	4.0000000	10.0000000
R41QUES	DEVLP POS ORGAN CLIMAT/REQ	269	9.4312268	0.9182594	4.0000000	10.0000000
R42QUES	MOTIVATING PROPLE/REQ	269	9.3494424	0.9485897	4.0000000	10.0000000
R43QUES	EMPLY COORD MECHNSM/REQ	269	8.8066914	1.4272769	0	10.0000000
R44QUES	DEVLP SUBORDINATES/REQ	269	9.1226766	1.2322647	2.0000000	10.0000000
R45QUES	UNDRSTND ROLE CO & XO/REQ	269	9.0669145	1.8292764	0	10.0000000
R46QUES	PROM INNOVT & RISK NEVR/REQ	268	8.8358209	1.4492360	2.0000000	10.0000000
R50QUES	MANAGE LABOR RELATIONS/REQ	268	7.0895522	2.6870829	0	10.0000000
R51QUES	MANG MULTI-CULT DIVESTY/REQ	269	8.1747212	1.8190412	0	10.0000000
PCOLED						
Variable	Label	N	Mean	Std Dev	Minimum	Maximus
Q35DELTA	DRIJTA-IMPOWE IND & WORK GRP	268	0.6567164	1.4461856	-5.0000000	6.000000
O37DELTA	DELTA-IMPOWE IND & WORK GEP DBLTA-BUILDING TRUST	268	0.6591760	1.3064113	-5.0000000	5.0000000
O38DELTA	DELTA-MANAGING CHANGE	268	1.0335821	1.5514856	-5.0000000	7.0000000
OSSDELTA	DELTA-MANAGING CONFLICT	268	1.1567164	1.6731163	-5.0000000	9 0000000
O40DELTA	DELTA-MANAGING CONFLICT DELTA-BUILDING TEAMWORK	268	0.8838951	1.4860261	-5.0000000	6.0000000
O41DBLTA	DRITA-DRILDING TRANSCRA		0.9253731	1.4359059	-5.0000000	7.000000
O42DELTA	DELTA-MOTIVATING PROPLE	268	0.9233731	1.3885799	-5.0000000	6.0000000
043DELTA	DELTA-ROTIVATING PROPER	268	0.9067164	1.5885799	-4.0000000	7.000000
O44DELTA	DELTA-DEVLP SUBORDINATES	268	0.6529851	1.5296417	-4.0000000	6.000000
O45DELTA	DELTA-UNDESTND ROLE CO & XO	268	0.6716418	2.2294458	-10.0000000	9 000000
Q46DELTA	DELTA-PROM INNOVT & RISK BEY		0.6479401	1.7737713	-5.0000000	7 0000000
OSODELTA	DELTA-MANAGE LABOR RELATIONS		1.8277154	2.8470238	-7.0000000	10.0000000
OSIDRUTA	DELTA-MANG MULTI-CULT DIVEST		0.7014925	1.9642111	-8.0000000	6.000000

DESIGNATO Variable	Label		Hean			Maximum
C35QUES	IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR	19	8.8947368	1.1496249	6.0000000	10.0000000
C37QUES	MANAGENG CHANGE COM	10	9.0000000	1 1022271	6.0000000	10.0000000
C39QUES	MANAGING CONFLICT/CUR	19	8.4736842	1.2187617	6.0000000	10.0000000
C40OURS	MANAGING CONFLICT/CUR BUILDING TEAMNORK/CUR	19	8.8421053	1.2139540	6.0000000	10.0000000
C410URS	DEVLP POS ORGAN CLIMAT/CUR	19	8.8947368	1.1002392	7.0000000	10.0000000
			8.6842105	1.2042809		10.0000000
C43QUES	EMPLY COORD MECHNSM/CUR	1.9	8.5789474	1.4649911	6.0000000	
C44QUES	DEVLP SUBORDINATES/CUR	19	8.9473684	1.0259784	7.0000000	
C45QUES	UNDESTND ROLE CO & XO/CUR	19	9.4736842	0.9048279	7.0000000 6.0000000	10.0000000
C46QUES	PROM INNOVI & RISK BHVK/CUK	1.9	E 73694737	2.0003673	6.0000000	10.0000000
C510URS	BOTTUATING PEOPUS/CUR EMPLY COORD MECHNSM/CUR DEVLP SUBORDINATES/CUR UNDERSTIN ROLE OF \$ XO/CUR PROM INNOVT & RISK BHYR/CUR HANGGE LABOR RELATIONS/CUR HANG MULTI-CULT DIVESTY/CUR	19	5.7368421 7.8947368	1.4489359	5.0000000	10.0000000
DESIGNATO	DR = MC					
Variable			Mean			
				1.5934410	3 0000000	10 0000000
C37OUES	IMPOWR IND & WORK GREP/CUR BUILDING TRUST/CUR HANAGING CHANGE/CUR HANAGING CONFLICT/CUR BUILDING TEAMWORK/CUR DEULP POS ORGAN CLIMAT/CUR	88	8.6704545	1.1911705	5.0000000	10.0000000
C38OUES	MANAGING CHANGE/CUR	88	8.1931818	1.5673241	2,0000000	10.0000000
C39QUES	MANAGING CONFLICT/CUR	88	7.8181818	1.7190311	1.0000000	10.0000000
C40QUES	BUILDING TEAMWORK/CUR	88	8.3181818	1.4820416	5.0000000	
C41QUES	DEVLP POS ORGAN CLIMAT/CUR	88	8.3295455	1.5064733	2.0000000	
C42QUES	MOTIVATING PEOPLE/CUR	88	8.2613636	1.4019225	5.0000000	
C43QUES	MOTIVATING PEOPLE/CUR SMPLY COORD MECHNSM/CUR DEVLP SUBORDINATES/CUR	88	7.8068182	1.8867838		10.0000000
C44QUES	UNDRSTND ROLE CO & XO/CUR	88	8.2386364		4.0000000	
C45QUES	PROM INNOVT & RISK BHVR/CUR	97	8.1022727	1.7519226	4.0000000	
CEGOUES	MANAGE LABOR RELATIONS/CUR	88	5.2954545	2.6355618	0.0000000	10.0000000
C510UBS	HANG MULTI-CULT DIVESTY/CUR	88	7.1590909	2.0448217	2.0000000	10.0000000
DESIGNATO		N	Mean	Std Dev	Minimum	Maximum
C35QUES	IMPOWR IND & WORK GRP/CUR					
CATOURS		67	8.0298507	1.8746325	3.0000000	10.0000000
	BUILDING TRUST/CUR	67	8.0298507 8.3283582	1.8746325	4.0000000	10.0000000
C38QUES	BUILDING TRUST/CUR HANAGING CHANGE/CUR	67 67	8.0298507 8.3283582 7.8208955	1.8746325 1.5896260 1.6507608	3.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000
C39QUES C39QUES	BUILDING TRUST/CUR HANAGING CHANGE/CUR HANAGING CONFLICT/CUR	67 67 67	8.0298507 8.3283582 7.8208955 7.7611940	1.8746325 1.5896260 1.6507608 1.6885492	3.0000000 4.0000000 4.0000000 3.0000000	10.0000000 10.0000000 10.0000000 10.0000000
C38QUES C39QUES C40QUES	IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR MANAGING CONFLICT/CUR BUILDING TEAMWORK/CUR	67 67 67 67	8.0298507 8.3283582 7.8208955 7.7611940 8.1492537	1.8746325 1.5896260 1.6507608 1.6885492 1.7602835	3.0000000 4.0000000 4.0000000 3.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
					4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
					4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
					4.0000000 4.0000000 0	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
					4.0000000 4.0000000 0	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
					4.0000000 0 4.0000000 3.0000000 2.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
					4.0000000 0 4.0000000 3.0000000 2.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
C41QUES C42QUES C43QUES C44QUES C45QUES C50QUES C50QUES C51QUES	DEVLP POS ORGAN CLIMAT/CUR MOTIVATING PEOPLE/CUR EMPLY COORD MECHASM/CUR DEVLP SUBORDINATES/CUR UNDRSTND ROLE CO & XO/CUR PROM INNOVT & RISE BEVR/CUR MANAGE LABOR RELATIONS/CUR MANG MULTI-CULT DIVRSTY/CUR MANG MULTI-CULT DIVRSTY/CUR	67 67 67 67 67 67 66 67	8.2537313 8.0149254 7.1343284 8.0746269 8.4029851 7.7910448 3.6515152 7.3731343	1.6545922 1.5714550 2.0662917 1.7607973 1.7672072 1.9964917 2.5267335 1.7480363	4.0000000 4.0000000 3.0000000 2.0000000 0 3.0000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 8.0000000 8.0000000
C41QUES C42QUES C43QUES C44QUES C45QUES C50QUES C50QUES C51QUES	DEVLP POS ORGAN CLIMAT/CUR MOTIVATING PEOPLE/CUR EMPLY COORD MECHNSM/CUR EVELP SUBORDINATES/CUR UNDESTND ROLE CO & XO/CUR PROM INNOVT & RISK BHYM/CUR MANAGE LABOR RELATIONS/CUR MANG MULTI-CULT DIVERTY/CUR	67 67 67 67 67 67 66 67		1.6545922 1.5714550 2.0662917 1.7607973 1.7672072 1.9964917 2.5267335 1.7480363	4.0000000 4.0000000 3.0000000 2.0000000 0 3.0000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 8.0000000 8.0000000
C41QUES C42QUES C43QUES C44QUES C45QUES C46QUES C50QUES C51QUES C51QUES C51QUES	DEVLP POS ORGAN CLIMAT/CUR MOTIVATINA PEOPLE/CUR MMANY PEOPLE/CUR MMANY COORD MEGINEM/CUR UNDESTED ROLE CO & XO/CUR MANGREMANOS/CUR MANGREMANOS/CUR MANGREMATOS/CUR	67 67 67 67 67 67 66 67	8.2537313 8.0149254 7.1343284 8.0746269 8.4029851 7.7910448 3.6515152 7.3731343	1.6545922 1.5714550 2.0662917 1.7607973 1.7672072 1.9964917 2.5267335 1.7480363	4.0000000 4.0000000 3.0000000 2.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 8.0000000
C41QUES C42QUES C43QUES C44QUES C45QUES C46QUES C50QUES C51QUES C51QUES C51QUES	DEVLP POS ORGAN CLIMAT/CUR MOTIVATINA PEOPLE/CUR MMANY PEOPLE/CUR MMANY COORD MEGINEM/CUR UNDESTED ROLE CO & XO/CUR MANGREMANOS/CUR MANGREMANOS/CUR MANGREMATOS/CUR	67 67 67 67 67 67 66 67	8.2537313 8.0149254 7.1343284 8.0746269 8.4029851 7.7910448 3.6515152 7.3731343	1.6545922 1.5714550 2.0662917 1.7607973 1.7672072 1.9964917 2.5267335 1.7480363	4.0000000 4.0000000 3.0000000 2.0000000 3.0000000 Hinimum 5.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
C41QUES C42QUES C43QUES C44QUES C45QUES C46QUES C50QUES C51QUES C51QUES C51QUES	DEVLP POS ORGAN CLIMAT/CUR MOTIVATINA PEOPLE/CUR MMANY PEOPLE/CUR MMANY COORD MEGINEM/CUR UNDESTED ROLE CO & XO/CUR MANGREMANOS/CUR MANGREMANOS/CUR MANGREMATOS/CUR	67 67 67 67 67 67 66 67	8.2537313 8.0149254 7.1343284 8.0746269 8.4029851 7.7910448 3.6515152 7.3731343	1.6545922 1.5714550 2.0662917 1.7607973 1.7672072 1.9964917 2.5267335 1.7480363 Std Dev	4.0000000 4.0000000 3.0000000 2.0000000 3.0000000 Hinimum 5.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
C41QUES C42QUES C43QUES C44QUES C45QUES C46QUES C50QUES C51QUES C51QUES C51QUES	DEVLP POS ORGAN CLIMAT/CUR MOTIVATINA PEOPLE/CUR MMANY PEOPLE/CUR MMANY COORD MEGINEM/CUR UNDESTED ROLE CO & XO/CUR MANGREMANOS/CUR MANGREMANOS/CUR MANGREMATOS/CUR	67 67 67 67 67 67 66 67	8.2537313 8.0149254 7.1343284 8.0746269 8.4029851 7.7910448 3.6515152 7.3731343	1.6545922 1.5714550 2.0662917 1.7607973 1.7672072 1.9964917 2.5267335 1.7480363 Std Dev 1.2295641 1.2092831 1.4270806	4.0000000 4.0000000 3.0000000 2.0000000 3.0000000 3.0000000 Hinimum 5.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
C41QUES C42QUES C43QUES C44QUES C45QUES C46QUES C50QUES C51QUES C51QUES C51QUES	DEVLP POS ORGAN CLIMAT/CUR MOTIVATINA PEOPLE/CUR MMANY PEOPLE/CUR MMANY COORD MEGINEM/CUR UNDESTED ROLE CO & XO/CUR MANGRELANDS/CUR	67 67 67 67 67 67 66 67	8.2537313 8.0149254 7.1343284 8.0746269 8.4029851 7.7910448 3.6515152 7.3731343	1.6545922 1.5714550 2.0662917 1.7607973 1.7672072 1.9964917 2.5267335 1.7480363 Std Dev 1.2295641 1.2092831 1.4270806 1.4265383	4.0000000 4.0000000 3.0000000 2.0000000 3.0000000 3.0000000 Hinimum 5.0000000 6.0000000 5.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
C41QUES C42QUES C43QUES C44QUES C45QUES C46QUES C50QUES C51QUES C51QUES C51QUES	DEVLP POS ORGAN CLIMAT/CUR MOTIVATINA PEOPLE/CUR MMANY PEOPLE/CUR MMANY COORD MEGINEM/CUR UNDESTED ROLE CO & XO/CUR MANGRELANDS/CUR	67 67 67 67 67 67 66 67	8.2537313 8.0149254 7.1343284 8.0746269 8.4029851 7.7910448 3.6515152 7.3731343	1.6545922 1.5714550 2.0662917 1.7607973 1.7672072 1.9964917 2.5267335 1.7480363 Std Dev 1.2295641 1.2092831 1.4270806 1.4465383 1.1462890	4.0000000 4.0000000 3.0000000 0.0000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
C41QUES C42QUES C43QUES C44QUES C45QUES C46QUES C50QUES C51QUES C51QUES C51QUES	DEVLP POS ORGAN CLIMAT/CUR MOTIVATINA PEOPLE/CUR MMANY PEOPLE/CUR MMANY COORD MEGINEM/CUR UNDESTED ROLE CO & XO/CUR MANGRELANDS/CUR	67 67 67 67 67 67 66 67	8.2537313 8.0149254 7.1343284 8.0746269 8.4029851 7.7910448 3.6515152 7.3731343	1.6545922 1.6714550 2.0662917 1.7607973 1.7677973 1.7672072 2.5267335 1.7480363 Std Dev 1.2295641 1.2092831 1.4270806 1.4465383 1.1462890 1.0138622	4.000000 4.0000000 3.000000 2.0000000 3.000000 0 3.0000000 6.0000000 5.0000000 5.0000000 6.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
C410UES C430UES C430UES C440UES C450UES C550UES C550UES C510UES C350UES C370UES C370UES C370UES C390UES C40UES C40UES C40UES C40UES C42UES	DEVLY POO ORGAN CLEARY CON MEMBERS (CUE SERVICE OF CONTROL OT CONTROL OF CONT	67 67 67 67 67 67 66 67 31 31 31 31 31	8.2537313 8.0149254 7.1343284 7.1343284 8.0746269 8.4029851 7.7910448 3.6515152 9.3731343 Mean 8.6129032 8.9354839 8.3548387 8.3525806 8.77413935 8.8064512	1.6545922 1.5714550 2.0662917 1.7607973 1.7672072 1.9964917 2.5267335 1.7480363 Std Dev 1.2295641 1.2092831 1.4278866 1.4278866 1.4278866 1.4278866 1.4278866	4.000000 4.0000000 5.0000000 3.000000 0.000000 0.000000 0.000000 5.000000 5.000000 5.000000 6.000000 6.000000 6.000000 6.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
C41QUES C43QUES C43QUES C44QUES C45QUES C50QUES C50QUES C50QUES C50QUES C50QUES C30QUES C37QUES C37QUES C38QUES C40QUES C40QUES C40QUES C40QUES C40QUES C43QUES C43QUES C43QUES	DEVLY POO ORGAN CLEARY CON MEMBERS (CUE SERVICE OF CONTROL OT CONTROL OF CONT	67 67 67 67 67 67 66 67 31 31 31 31 31	8.2537313 8.0149254 7.1343284 8.0746269 8.074629 8.0746	1.6545922 2.0662917 2.0662917 1.7607972 1.7907972 1.79046917 2.5267315 1.7480363 Std Dev 1.2295641 1.2092831 1.462880 1.462880 1.462880 1.462880 1.462880 1.462880 1.462880 1.462880 1.232848 1.2328	4.0000000 4.00000000 5.0000000 3.0000000 3.0000000 0.000000 Minimum 5.0000000 6.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
C410UES C430UES C430UES C440UES C450UES C550UES C550UES C510UES C350UES C370UES C370UES C370UES C390UES C40UES C40UES C40UES C40UES C42UES	DEVLY POO ORGAN CLEARY CON MEMBERS (CUE SERVICE OF CONTROL OT CONTROL OF CONT	67 67 67 67 67 67 66 67 31 31 31 31 31	8.2537313 8.0149254 7.1343284 7.1343284 8.0746269 8.4029851 7.7910448 3.6515152 9.3731343 Mean 8.6129032 8.9354839 8.3548387 8.3525806 8.77413935 8.8064512	1.6545922 1.5714550 2.0662917 1.7607973 1.7672072 1.9964917 2.5267335 1.7480363 Std Dev 1.2295641 1.2092831 1.4278866 1.4278866 1.4278866 1.4278866 1.4278866	4.0000000 4.00000000 4.00000000 3.00000000 2.00000000 3.00000000 Minimum 5.0000000 6.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
0410UES 0420UES 0430UES 0440UES 0440UES 0450UES 0450UES 0500UES 0500UES 0370UES 0370UES 0370UES 0400UES 0400UES 0400UES 0400UES 0400UES 0400UES 0400UES	DEVI POO GROBE CIBERTON BEPLY COOR MICHESHAY (FUE BENT COOR MICHESHAY (FUE BENT MICHESHAY (FUE B	67 67 67 67 67 66 67 66 67 31 31 31 31 31 31 31	8.2537313 8.0149254 7.0744269 8.4029851 7.7910448 3.6515152 7.3731343 8.6129032 8.9354839 8.354836 8.7741335 8.774135 8.	1.6545922 2.0662917 2.0662917 1.9722972 1.9964917 2.5267335 1.7480363 Std Dev 1.2295641 1.2092831 1.4270806 4.4465383 1.1462890 1.4270806 1.	4.0000000 4.00000000 5.0000000 3.0000000 0.0000000 3.0000000 4.0000000 5.0000000 6.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
0410UES 0420UES 0430UES 0440UES 0440UES 0440UES 0450UES 0500UES 0530UES 0370UES 0370UES 0390UES 0400UE	DEVID FOO GROUN CLEAR / CON SECURITY CON SECURITY CON SECURITY CON SECURITY CON SECURITY SECURITY SECURITY SECURITY SECURITY SECURITY SECURITY SECURITY CON SECURITY SECURITY CON SECURITY	67 67 67 67 67 66 66 67 31 31 31 31 31 31 31 31 31 31 31 31 31	8.2537313 8.0149254 7.0149254 7.0149254 7.014925 7.7910448 8.6129032 8.6129032 8.9324839 8.3534838 8.3741935 8.3741935 8.3741935 8.3741935 8.3741935 8.3741935 8.3741935 8.3741935 8.3741935 8.3741935 8.3741935 8.3741935	1.6545922 1.5714550 2.0662933 2.0662933 1.7672072 1.9964917 2.5267335 1.7480363 Std Dev 1.2295641 1.2092831 1.4270805 1.4270805 1.4270805 1.1462890 1.0138821 1.2321849 1.6642994 1.2321849 1.6642994 1.2321849 1.6642994 1.2321849 1.6642994 1.2321849 1.2321849 1.2321849 1.2321849 1.2321849 1.2322184	4.0000000 4.00000000 5.0000000 0.0000000 0.00000000	10.0000000 10.00000000
0410UES 0420UES 0430UES 0440UES 0440UES 0450UES 0450UES 0500UES 0500UES 0370UES 0370UES 0370UES 0400UES 0400UES 0400UES 0400UES 0400UES 0400UES 0400UES	DEVID FOO GROUN CLEAR / CON SECURITY CON SECURITY CON SECURITY CON SECURITY CON SECURITY SECURITY SECURITY SECURITY SECURITY SECURITY SECURITY SECURITY CON SECURITY SECURITY CON SECURITY	67 67 67 67 67 66 67 66 67 31 31 31 31 31 31 31	8.2537313 8.0149254 7.0744269 8.4029851 7.7910448 3.6515152 7.3731343 8.6129032 8.9354839 8.354836 8.7741335 8.774135 8.	1.6545922 1.5714550 2.0662933 2.0662933 1.7672072 1.9964917 2.5267335 1.7480363 Std Dev 1.2295641 1.2092831 1.4270805 1.4270805 1.4270805 1.1462890 1.0138821 1.2321849 1.6642994 1.2321849 1.6642994 1.2321849 1.6642994 1.2321849 1.6642994 1.2321849 1.2321849 1.2321849 1.2321849 1.2321849 1.2322184	4.0000000 4.00000000 3.0000000 3.00000000 Minimum 5.000000 6.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.0000000 10.0000000 11.00000000 11.00000000

DESIGNATO	OR = HCA					
Variable	Label	N	Mean	Std Dev		Haximum
CISOURG	IMPOWR IND & WORK GRP/CUR		8 6458333	1.2460932	6 0000000	
	BUILDING TRUST/CUR	48	8.8958333	1.1529718		10.0000000
C38OURG	MANAGING CHANGE/CUR	48	8.5833333	1.4415319	4.0000000	10.0000000
C39QUES	MANAGING CONFLICT/CUR	48	8.4583333	1.4285588	4.0000000	10.0000000
C40QUES	BUILDING TEAMHORK/CUR	48	8.9166667	1.0685710	6.0000000	10.0000000
C41QUES	DEVLP POS ORGAN CLIMAT/CUR	48	8.8750000	1.1036689	6.0000000	10.0000000
C42QUES	MOTIVATING PEOPLE/CUR	48	8.7708333	1.2070640	6.0000000	10.0000000
C43QUES	EMPLY COORD MECHNSM/CUR	48	8.3541667	1.3126161	4.0000000	10.0000000
C44QUES	DEVLP SUBORDINATES/CUR	48	8.7291667	1.3004023	5.0000000	10.0000000
C45QUES	UNDESTND ROLE CO & MO/CUR	48	8.8750000	1.1227815	7.0000000	10.0000000
C46QUES	PROM INNOVT & RISK BHVR/CUR		8.6666667	1.1172408	6.0000000	10.0000000
C50QUES	MANAGE LABOR RELATIONS/CUR	48	6.6458333	2.3108402	2.0000000	10.0000000
	MANG MULTI-CULT DIVESTY/CUR		7.8125000	2.0069692		10.0000000
DESIGNATO						
		N	Mean			
C35QUES	IMPOWR IND & WORK GRP/CUR	15	8.6666667	1.0465362		10.0000000
C37QUES	BUILDING TRUST/CUR	14	8.6428571	1.2774459	6.0000000	10.0000000
C38QUES	MANAGING CHANGE/CUR	15	8.5333333	1.1254629	7.0000000	10.0000000
C39QUES	MANAGING CHANGE/CUR MANAGING CONFLICT/CUR BUILDING TEAMMORE/CUR DEVLP POS ORGAN CLIMAT/CUR MOTIVATING PEOPLE/CUR	15	8.2666667	1.4375906	6.0000000	10.0000000
C40QUES	BUILDING TEAMWORK/CUR	14 15	8.9285714	0.9972490	7.0000000 5.0000000	10.0000000
C41QUES	MORTULATING BRODIE/COR	15	8.6000000	1.3451854	6.0000000	10.0000000
C43QUES	EMPLY COORD MECHNSM/CUR	15	8.6000000	1.4040757	5.0000000	10.0000000
C44OURS	DEVLP SUBORDINATES/CUR	15	8.7333333	1.3345233	5.0000000	10.0000000
C45OURS	UNDRSTND ROLE CO & MO/CUR	15	9.1333333	1.1254629		10.0000000
C46QUES	PROM INNOVT & RISK BHVR/CUR	15	8.4000000	1.4040757	6.0000000	10,0000000
C50QUES	MANAGE LABOR RELATIONS/CUR	15	5.4000000	2.5014282	0	9.0000000
C51QUES	MANG MULTI-CULT DIVESTY/CUR	15	7.4000000	1.7647339	5.0000000	10.0000000
DESIGNATO	-					
Variable	Label	N	Mean			Maximum
R35QUES		19	9.1052632	1.2425215	6.0000000	10.0000000
R37QUES		19	9.3157895	1.1081833	6.0000000	10.0000000
N3 4 GORS	MANAGING CHANGE/REQ	19	9.4736842	1.0202626	6.0000000	10.0000000
R39QUES	MANAGING CHANGE/REQ MANAGING CONFLICT/REQ BUILDING TEAMWORK/REO	19	9.3684211	1.1647855	6.0000000 7.0000000	10.0000000
RAIGUES		19	9.4210526	0.6924826	8.0000000	10.0000000
R42QUES		19	9.4210526	1.0706068	6.0000000	10.0000000
R43QUES		19	9.1052632		5.0000000	10.0000000
	DEVLP SUBORDINATES/REC	19	9.1052632	1.1496249		10.0000000
R45QUES	UNDESTND ROLE CO & XO/REQ	19	9.4210526			10.0000000
R46QUES	PROM INNOVT & RISK BHVR/REQ	19	9.1578947			10.0000000
R50QUES	MANAGE LABOR RELATIONS/REQ	19	7.4736842		0	10.0000000
R51QUES	MANG MULTI-CULT DIVESTY/REQ	19	8.1052632	2.2084368	1.0000000	10.0000000
DESIGNATO	DR = MC					
Variable	Label	N		Std Dev	Hinimum	Haximum
	IMPONR IND & WORK GRP/REQ		8.9213483		2.0000000	
	BUILDING TRUST/REG	89	9.3707865	0.9093207	6.0000000	
	MANAGING CHANGE/REO	89	9.3483146	0.9426887	6.0000000	10.0000000
R39QUES	MANAGING CONFLICT/REQ	89	9.2247191	1.0085184	6.0000000	10.0000000
		89	9.3258427	0.9387526	6,0000000	10.0000000
	BUILDING TEAMNORK/REQ					
R41QUES	BUILDING TEAMNORK/REQ DEVLP POS ORGAN CLIMAT/REQ	89	9.3707865	0.8839738	7.0000000	10.0000000
R41QUES R42QUES	BUILDING TEAMNORK/REQ DEVLP POS ORGAN CLIMAT/REQ MOTIVATING PROPLE/REQ	89 89	9.3707865 9.3483146	0.8839738	7.0000000	10.0000000
R41QUES R42QUES R43QUES	BUILDING TEAMHORK/REQ DEVLP FOS ORGAN CLIMAT/REQ HOTIVATING PROPLE/REQ EMPLY COORD MECHNEM/REQ	89 89 89	9.3707865 9.3483146 8.7752809	0.8839738 0.8673513 1.4361629	7.0000000	10.0000000 10.0000000 10.0000000
R41QUES R42QUES R43QUES R44QUES	BUILDING TEAMHORK/REQ DEVLP FOS ORGAN CLIMAT/REQ MOTIVATING PEOPLE/REQ EMPLY COORD MECHNSM/REQ DEVLP SUBORDINATES/REQ	89 89 89	9.3707865 9.3483146 8.7752809 8.9775281	0.8839738 0.8673513 1.4361629 1.3566128	7.0000000 7.0000000 0 2.0000000	10.0000000 10.0000000 10.0000000
R41QUES R42QUES R43QUES R44QUES R45QUES	BUILDING TEAMNORK/REQ DEVLF FOS ORGAN CLIMAT/REQ MOTIVATING PROPLE/REQ EMPLY COORD MECHNSM/REQ DEVLF SUBORDINATES/REQ UNDESTND ROLE CO & XO/REQ	89 89 89 89	9.3707865 9.3483146 8.7752809 8.9775281 8.7415730	0.8839738 0.8673513 1.4361629 1.3566128 2.0863631	7.0000000 7.0000000 0 2.0000000	10.0000000 10.0000000 10.0000000 10.0000000
R41QUES R42QUES R43QUES R44QUES R45QUES R45QUES	BUILDING TEMMORK/REQ DEVLP POS ORGAN CLIMAT/REQ MOTIVATING PEPDLE/REQ MMPLY COORD MECHNSM/REQ DEVLP SURGEINATES/REQ UNINGTUND ROLE CO & NO/REQ MRCH INNOVT & RISK BWYR/REQ PROM INNOVT & RISK BWYR/REQ	89 89 89 89	9.3707865 9.3483146 8.7752809 8.9775281 8.7415730 8.5340909	0.8839738 0.8673513 1.4361629 1.3566128 2.0863631 1.6536193	7.0000000 7.0000000 0 2.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
R41QUES R42QUES R43QUES R44QUES R45QUES R46QUES R50QUES	BUILDING TEAMNORK/REQ DEVLF FOS ORGAN CLIMAT/REQ MOTIVATING PROPLE/REQ EMPLY COORD MECHNSM/REQ DEVLF SUBORDINATES/REQ UNDESTND ROLE CO & XO/REQ	89 89 89 89 89	9.3707865 9.3483146 8.7752809 8.9775281 8.7415730	0.8839738 0.8673513 1.4361629 1.3566128 2.0863631	7.000000 7.000000 0 2.000000	10.0000000 10.0000000 10.0000000 10.0000000

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NOTICES INCOME TOP & WORK CHEFFED 67 8.5970148 1.2921173 3.0000000	
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BANGUES MARKATING CHARGETERS 47 8.000701 1.4618453 4.000000	
NOTICE MARKETHE CONFILEYTRING 67 8.7612140 1.4790142 4.0000000	
RACQUEST RECEIVED TEAMWOOK FEED 140 1577 1.121-00-14 4.0000000	
NAME	
NAME MOTIVATION PROPERTY NAME	
RANGUTE MERCHY COORD MERCHMENTAGE CT 8.2853821 1.6000890 3.0000000	
### ##################################	
#4500000 TOTAL TOT	
### A PROPERTY NAME OF THE PROPERTY NAME OF \$ 8.0571648 1.5454259 4.0000000	10.0000000
BACOURS MARKANE LADOR RELATIONS/FUND 66 5.906970 2.9507210 0.000000 BACOURS MARKANE LADOR RELATIONS/FUND 66 5.906907 1.9507210 0.000000 BACOURS MARKANE CARD	
RESIDENCE MARGO MULTIT-CULT DIVERTITARING 67 8.0298507 1.5469417 4.0000000	
DESIGNATION - NO Variable Label N	
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## 2500025 MARGATHE COUNT CEPT/REQ 31 9.004515 0 .4774444 8.0000000 ## 2570025 MARGATHE COUNTY TOTAL TRANSPARE	
23.7 G/HZ 31.2 3.0000000 31.2 3.9354849 0.2457310 9.0000000 3.1 3.9354849 0.2457310 9.0000000 3.1 3.9354849 0.2457310 9.0000000 3.1 3.9354849 0.2457310 9.0000000 3.1 9.0000000 9.00000000000000000000000	
3 ± 0/DTS MARKATING CRANIFERED 31 9.7744375 0.560378 8.000000	
BASIQUES MARMARINE CONFLICTY/RED 31 9.7443935 0.9754488 8.0000000	
##10000 EMPTLP POC GRANA CLEMAT/FARE 31 9.5954899 0.2497310 9.0000000	
##440005 EMBELY COORD MERISHMENE AND 11 9.4554219 1.1865715 3.0000000 ##450005 UNDERTWIND MORE OF NO FAMOUR 11 9.4655129 1.1865715 3.0000000 ##450005 UNDERTWIND MORE OF NO FAMOUR 11 9.58064515 1.1768374 4.000000 ##450005 PROMITSHOW'S EXER BENYEVERS 31 9.5806452 1.1768374 4.000000 ##450005 PROMITSHOW'S EXER BENYEVERS 31 7.885007 1.165642 3.0000000 ##450005 PROMITSHOW AND FAMOUR PROMITSHOW AND F	
##440005 EMBELY COORD MERISHMENE AND 11 9.4554219 1.1865715 3.0000000 ##450005 UNDERTWIND MORE OF NO FAMOUR 11 9.4655129 1.1865715 3.0000000 ##450005 UNDERTWIND MORE OF NO FAMOUR 11 9.58064515 1.1768374 4.000000 ##450005 PROMITSHOW'S EXER SHOWLYHER 31 9.5806452 1.1768374 4.000000 ##450005 PROMITSHOW'S EXER SHOWLYHER 31 7.8487047 2.1876977 3.000000 ##450005 PROMITSHOW AND FAMOUR PROMITSHOWLY AND FAMOUR 11.1866713 3.0000000 ##450005 PROMITSHOWLY AND FAMOUR PRO	
##440005 EMBELY COORD MERISHMENE AND 11 9.4554219 1.1865715 3.0000000 ##450005 UNDERTWIND MORE OF NO FAMOUR 11 9.4655129 1.1865715 3.0000000 ##450005 UNDERTWIND MORE OF NO FAMOUR 11 9.58064515 1.1768374 4.000000 ##450005 PROMITSHOW'S EXER SHOWLYHER 31 9.5806452 1.1768374 4.000000 ##450005 PROMITSHOW'S EXER SHOWLYHER 31 7.8487047 2.1876977 3.000000 ##450005 PROMITSHOW AND FAMOUR PROMITSHOWLY AND FAMOUR 11.1866713 3.0000000 ##450005 PROMITSHOWLY AND FAMOUR PRO	
#44QUBM DEFUL SUBSCRIPTATES/REG 31 5.429548 1.3850187 5.0000000 #44QUBM 144QUBM 144QUBM 15.424183 0.0000000 #44QUBM 144QUBM 144QUBM 15.424183 0.00000000 #44QUBM 144QUBM 144QUBM 144QUBM 15.424183 0.00000000000000000000000000000000000	
#8500EB UNRESPUEND ROLE On EXCEPTION 11 9.0645151 2.5421183 0.000000	
RAGIOUZE PROM. INNOVE : SIZE BRYEFFERE 31 3.5806452 1.1768374 4.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.00000000	
RESQUES MANAGE LANG REMATICOSE/REG 31 7.8887697 2.8855077 0.8510038 MANAGE LANG REMATICOSE/REG 31 8.7056774 1.5556524 3.0000000 DESIGNATIOR - HCA Variable Label N Mean Std Dev Minimum	
### ##################################	10.00000000
Variable Label N Mean Std Dev Minimum	
	Maximum
R35QUES IMPOWR IND & WORK GRP/REQ 48 9.2708333 0.8929888 7.0000000	
R37QUES BUILDING TRUST/REQ 48 9.3958333 0.8183945 8.0000000	
R39QUES MANAGING CHARGE REU 48 9.4375000 0.7122794 8.0000000 R39QUES MANAGING COMPLICT/REQ 48 9.4375000 0.8227161 7.0000000	
R400URS BUILDING TRAMPORK/REO 48 9.5000000 0.7145896 8.0000000	
R410UES DEVLP POS ORGAN CLIMAT/REQ 48 9.6250000 0.6058228 8,0000000	
R420UES MOTIVATING PEOPLE/REQ 48 9.4791667 0.7434704 8.0000000	
R430UBS EMPLY COORD MECHNSH/REO 48 9.1041667 0.9728131 7.0000000	
R44QUES DEVLP SUBORDINATES/REQ 48 9.5416667 0.7425755 8.0000000	
R45QUES UNDRSTND ROLE CO & XO/REQ 48 9.5625000 0.7410817 7.0000000	
R46QUES PROM INNOVT & RISK BHVR/REQ 48 9.1875000 1.0033190 5.0000000	
R50QUES MANAGE LABOR RELATIONS/REQ 48 7.6666667 2.0351521 2.0000000	10.0000000
R51QUES MANG MULTI-CULT DIVESTY/REQ 48 8.4583333 1.5431156 3.0000000	
DESIGNATOR = AH	
Variable Label N Mean Std Dev Minimum	
R35QUES IMPOWR IND 6 WORK GRP/REQ 15 9.0666667 1.0997835 7.0000000	10.0000000
R37QUES BUILDING TRUST/REQ 15 9.1333333 0.9904304 7.0000000	
R38QUES MANAGING CHANGE/REQ 15 8.8666667 0.9154754 7.0000000	
R39QUES MANAGING CONFLICT/REQ 15 9.0666667 0.8837151 8.0000000	
RADOURS BUILDING TERMNORK/REO 15 9.3333333 1.0465362 7.0000000	10.0000000
R410UES DEVLP FOS ORGAN CLIMAT/RED 15 9.2000000 1.0823255 7.000000	10.0000000
R420UES MOTIVATING PROPLE/REQ 15 9.1333333 0.9154754 8.000000	10.0000000
R43QUES EMPLY COORD MECHNSM/REQ 15 8.6666667 1.2344268 6.0000000	
R44QUES DEVLP SUBORDINATES/REQ 15 8.933333 1.0327956 7,000000	
R45QUES UNDRSTND ROLE CO & XO/REQ 15 9.4000000 0.9102590 7.0000000	
R46QUES PROM INNOVI & RISK BHYR/REQ 15 8.7333333 1.0327956 7.0000000	
RSOQUES MANAGE LABOR RELATIONS/RED 15 7.0666667 2.1201977 3.0000000	
R510UES MANG MULTI-CULT DIVESTY/REO 15 7.6666667 2.0236695 4.0000000	

DESIGNATO						- 1
Variable		N	Mean	Std Dev	Minimum	Maximu
Q35DELTA	DELTA-IMPOWR IND & WORK GRP	19	0.2105263	1.5121342	-3.0000000	
Q37DELTA	DELTA-BUILDING TRUST	19	0.3157895		-3.0000000	
Q38DELTA	DELTA-MANAGING CHANGE	19	0.6842105		-3.0000000	
Q39DELTA	DELTA-MANAGING CHANGE DELTA-MANAGING COMPLICT DELTA-BUILDING TEAMNORK DELTA-DEVLP POS OBÇAN CLIMAT	19	0.8947368			
Q40DELTA	DELTA-BUILDING TRAMWORK	19	0.5789474	1.3870748	-2.0000000	4.000000
			0.6842105			3.000000
Q42DELTA	DELTA-MOTIVATING PROPLE DELTA-EMPLY COORD MECHNSM	19	0.7368421	1.1945294	-2.0000000	3.000000
G43DELTA	DELTA-EMPLY COORD MECHNSM	19	0.5263158	1.6454794	-4.0000000	2.000000
	DELTA-DEVLP SUBORDINATES DELTA-UNDRSTND ROLE CO & NO	19	0.1578947	1.0678721	-2.0000000 -3.0000000	2.000000
OACDREEN	DRIVER DROW TANGET C DECK DIRE	10	0.0326316	1.1772701	3.0000000	3.000000
OSODRIJA	DELITA-WANAGE LABOR DELASTONS	1.9	1 73604211	3 4130911	-4 0000000	9.000000
OSIDBLEA.	DELTA-PROM INNOVT & RISK BEVE DELTA-MANAGE LABOR RELATIONS DELTA-MANG MULTI-CULT DIVESTY	19	0.2105263	1 4749368	-4 0000000	3.000000
DESIGNATO	R = MC					
Variable			Mean			
OBEDREEN	DRIMA TWOOMS THE C WORK COR		0.6031818		-3.0000000	
O37DELTA	DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST	-8	0.6931818	1.1582582	-1.0000000	5.000000
				1.5427977	-2.0000000	7.000000
O39DRI/TA	DRI/FA-WANAGING CONFLICT	8.8	1.3977273	1.6297505	-2.0000000	9.000000
O40DRITA	DELTA-MANAGING CONFLICT DELTA-BUILDING TEAMWORK	00	1.0113636	1.3771061	-2.0000000	5.000000
O41DELTA	DRI/PA-DRVIA POS ORGAN CLIMAT	88	1.0340909	1.4890317	-2.0000000	7.000000
042DELTA	DELTA-DEVLP POS ORGAN CLIMAT DELTA-HOTIVATING PEOPLE	88	1.0909091	1.2652415		5.000000
Q43DELTA	DELTA-EMPLY COORD MECHNSM DELTA-DEVLP SUBORDINATES DELTA-UNDRSTND ROLE CO & XO	88	0.9659091	1.5346486		7.000000
Q44DELTA	DELTA-DEVLP SUBORDINATES	88	0.7272727	1.5216995		5.000000
Q45DELTA	DELTA-UNDRSTND ROLE CO & XO	88	0.6250000	2.6055313	-10.0000000	6.000000
Q46DBLTA	DELTA-PROM INNOVT & RISK BHVR	87	0.4942529	1.9282090	-5.0000000	5.000000
Q50DELTA	DELTA-MANAGE LABOR RELATIONS DELTA-MANG MULTI-CULT DIVESTY	88	2.0000000	3.0550505	-7.0000000	8.000000
	DELTA-MANG MULTI-CULT DIVESTY			2.2581271		6.000000
DESIGNATO	P = DC					
	20					
Variable		N	Mean	Std Dev	Minimum	Maximu
	Label		0.5671642	1 0102006	-5 0000000	
	Label		0.5671642	1 0102006	-5 0000000	
	Label		0.5671642	1 0102006	-5 0000000	6.000000
	Label		0.5671642 0.7164179 1.0597015	1 0102006	-5 0000000	6.000000
	Label		0.5671642 0.7164179 1.0597015 1.0000000	1 0102006	-5.0000000	6.000000 5.000000 5.000000
Q35DBLTA Q37DBLTA Q38DBLTA Q39DBLTA Q40DBLTA Q41DBLTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING COMFLICT DELTA-BUILDING TEAMWORK DELTA-BUILDING TEAMWORK DELTA-BUILDING TEAMWORK	67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 1.0000000 0.8955224	1.8192896 1.5840681 1.7827507 2.0597146 2.0150946 1.7933744	-5.000000 -5.000000 -5.000000 -5.000000 -5.000000	6.00000 5.00000 5.00000 5.00000 6.00000
Q35DBLTA Q37DBLTA Q38DBLTA Q38DBLTA Q40DBLTA Q40DBLTA Q41DBLTA Q42DBLTA	Label DELTA-IMPOWR IND 6 WORK GRP DELTA-BUILDING TRUST DELTA-HANAGING CHANGE DELTA-HANAGING CONFLICT DELTA-BUILDING TERMOORK DELTA-DEVID POS GRGAN CLIMAT DELTA-DEVIDATION EPOPLE	67 67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 1.0000000 0.8955224	1.8192896 1.5840681 1.7827507 2.0597146 2.0150946 1.7933744 1.8807747	-5.000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000	6.00000 5.00000 5.00000 5.00000 6.00000 6.00000
Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q42DELTA	Label DELTA-IMPOWR IND 6 WORK GRP DELTA-BUILDING TRUDT DELTA-BUILDING TRUDT DELTA-MANACHING CHANGLET DELTA-MANACHING COMPLICE DELTA-MANACHING COMPLICE DELTA-WOTUNG TRANSCHICLINAT DELTA-WOTUNGTHING PROPLE PELTA-ROTUNGTHING PROPLE	67 67 67 67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 1.0000000 0.8955224 1.0895522 1.1492537	1.8192896 1.5840681 1.7827507 2.0597146 2.0150946 1.7933744 1.8807747 2.0835120	-5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -5.000000	6.000000 5.000000 5.000000 6.000000 6.000000 6.000000 7.000000
Q35DBLTA Q37DELTA Q38DELTA Q38DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q43DELTA	Label DELUA-INCOME IND & WOOK GRP DELUA-INCOME IND & WOOK GRP DELUA-MANULDING TRUST DELUA-MANUACING CINANGE DELUA-MANUACING COMPLICT DELUA-BUILDING TRANSCOK DELUA-BUILDING DENGENIATES	67 67 67 67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 1.0000000 0.8955224 1.0895522 1.1492537 0.8507463	1.8192896 1.5840681 1.7827507 2.0597146 2.0150946 1.7933744 1.8807747 2.0835120 1.7516549	-5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -4.000000	6.00000 5.00000 5.00000 6.00000 6.00000 6.00000 7.00000
Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q44DELTA	Label DELTA-INFORK IND 6 WORK GRP DELTA-BULLING TRUST DELTA-MASKATHO CHANGE DELTA-MASKATHO CHANGE DELTA-MASKATHO CONFLICT DELTA-MASKATHO CONFLICT DELTA-MOST D	67 67 67 67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 0.8955224 1.08955224 1.0895522 1.1492537 0.8507463	1.8192896 1.5840681 1.7827507 2.0597146 2.0150946 1.7933744 1.8807747 2.0835120 1.7516549	-5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -4.000000 -3.000000	6.000000 5.000000 5.000000 6.000000 6.000000 7.000000
Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q44DELTA	Label DELTA-INFORK IND 6 WORK GRP DELTA-BULLING TRUST DELTA-MASKATHO CHANGE DELTA-MASKATHO CHANGE DELTA-MASKATHO CONFLICT DELTA-MASKATHO CONFLICT DELTA-MOST D	67 67 67 67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 0.8955224 1.08955224 1.0895522 1.1492537 0.8507463	1.8192896 1.5840681 1.7827507 2.0597146 2.0150946 1.7933744 1.8807747 2.0835120 1.7516549	-5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -4.000000 -3.000000	6.000000 5.000000 5.000000 6.000000 6.000000 7.000000
Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q44DELTA	Label DELTA-INFORK IND 6 WORK GRP DELTA-BULLING TRUST DELTA-MASKATHO CHANGE DELTA-MASKATHO CHANGE DELTA-MASKATHO CONFLICT DELTA-MASKATHO CONFLICT DELTA-MOST D	67 67 67 67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 0.8955224 1.08955224 1.0895522 1.1492537 0.8507463	1.8192896 1.5840681 1.7827507 2.0597146 2.0150946 1.7933744 1.8807747 2.0835120 1.7516549	-5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -4.000000 -3.000000	6.000000 5.000000 5.000000 6.000000 6.000000 7.000000
Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q44DELTA	Label DELUA-INCOME IND & WOOK GRP DELUA-INCOME IND & WOOK GRP DELUA-MANULDING TRUST DELUA-MANUACING CINANGE DELUA-MANUACING COMPLICT DELUA-BUILDING TRANSCOK DELUA-BUILDING DENGENIATES	67 67 67 67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 0.8955224 1.08955224 1.0895522 1.1492537 0.8507463	1.8192896 1.5840681 1.7827507 2.0597146 2.0150946 1.7933744 1.8807747 2.0835120 1.7516549	-5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -4.000000 -3.000000	6.000000 5.000000 5.000000 6.000000 6.000000 7.000000
Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q44DELTA	LANDI DELTA-INFORE IND 6 WORK GRP DELTA-MILITINO TROOP DELTA-MANAGINO CORPLICT DELTA-MANAGINO CORPLICT DELTA-MANAGINO CORPLICT DELTA-MANAGINO CORPLICT DELTA-MOSTUTO TRAMOGUN DELTA-DELTA-CORP MECHANIS DELTA-DELT	67 67 67 67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 0.8955224 1.08955224 1.0895522 1.1492537 0.8507463	1.8192896 1.5840681 1.7827507 2.0597146 2.0150946 1.7933744 1.8807747 2.0835120 1.7516549	-5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -4.000000 -3.000000	6.000000 5.000000 5.000000 6.000000 6.000000 7.000000
Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q45DELTA Q45DELTA Q45DELTA Q50DELTA Q51DELTA Q51DELTA Q51DELTA	LANDI DELLA-INFORE IND & WORK CHP DELLA-INFORE IND SECOND DELLA-SULLING TROOP DELLA-SULLING TROOP DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TROOP DELLA-SULLING DELLA-SULLING TROOP DELLA	67 67 67 67 67 67 67 67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 0.8955224 1.0895522 1.1492537 0.8507463 0.5671642 0.761194 2.3181818	1.8192896 1.5840681 1.7827507 2.0597146 2.0150946 1.7933744 1.8807747 2.0835120 1.7516549 2.33434233 2.0583967 2.8292923 1.9660161	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -10.000000 -4.0000000 -6.0000000 -6.0000000	6.000000 5.000000 5.000000 6.000000 6.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000 7.000000
Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q45DELTA Q45DELTA Q45DELTA Q50DELTA Q51DELTA Q51DELTA Q51DELTA	LANDI DELLA-INFORE IND & WORK CHP DELLA-INFORE IND SECOND DELLA-SULLING TROOP DELLA-SULLING TROOP DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TROOP DELLA-SULLING DELLA-SULLING TROOP DELLA	67 67 67 67 67 67 67 67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 0.8955224 1.0895522 1.1492537 0.8507463 0.5671642 0.761194 2.3181818	1.8192896 1.5840681 1.7827507 2.0597146 2.0150946 1.7933744 1.8807747 2.0835120 1.7516549 2.33434233 2.0583967 2.8292923 1.9660161	-5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -4.000000 -4.000000 -4.000000 -6.000000 -6.000000	6.000000 5.000000 5.000000 6.000000 6.000000 6.000000 6.000000 7.000000 7.000000 6.000000 6.000000 Maximu
Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q45DELTA Q45DELTA Q45DELTA Q50DELTA Q51DELTA Q51DELTA Q51DELTA	LANDI DELLA-INFORE IND & WORK CHP DELLA-INFORE IND SECOND DELLA-SULLING TROOP DELLA-SULLING TROOP DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TROOP DELLA-SULLING DELLA-SULLING TROOP DELLA	67 67 67 67 67 67 67 67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 0.8955224 1.0895522 1.1492537 0.8507463 0.5671642 0.761194 2.3181818	1.8192896 1.5840681 1.7827507 2.0597146 2.0150946 1.7933744 1.8807747 2.0835120 1.7516549 2.33434233 2.0583967 2.8292923 1.9660161	-5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -4.000000 -10.000000 -6.000000 -6.000000 -6.000000	6.000000 5.000000 5.000000 6.000000 6.000000 7.000000 5.000000 7.000000 10.000000 6.000000 Maximu 4.000000
Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q45DELTA Q45DELTA Q45DELTA Q50DELTA Q51DELTA Q51DELTA Q51DELTA	LANDI DELLA-INFORE IND & WORK CHP DELLA-INFORE IND SECOND DELLA-SULLING TROOP DELLA-SULLING TROOP DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TROOP DELLA-SULLING DELLA-SULLING TROOP DELLA	67 67 67 67 67 67 67 67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 0.8955224 1.0895522 1.1492537 0.8507463 0.5671642 0.761194 2.3181818	1.8192896 1.5840681 1.7827507 2.0597146 2.0150946 1.7933744 1.8807747 2.0835120 1.7516549 2.33434233 2.0583967 2.8292923 1.9660161	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -4.0000000 -4.0000000 -4.0000000 -6.0000000 -6.00000000 -6.00000000 -6.00000000	6.000000 5.000000 5.000000 5.000000 6.000000 6.000000 6.000000 7.000000 7.000000 6.000000 Maximu 4.000000 5.000000
Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q45DELTA Q45DELTA Q45DELTA Q50DELTA Q51DELTA Q51DELTA Q51DELTA	LANDI DELLA-INFORE IND & WORK CHP DELLA-INFORE IND SECOND DELLA-SULLING TROOP DELLA-SULLING TROOP DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TROOP DELLA-SULLING DELLA-SULLING TROOP DELLA	67 67 67 67 67 67 67 67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 0.8955224 1.0895522 1.1492537 0.8507463 0.5671642 0.761194 2.3181818	1.8192896 1.5840681 1.7827507 2.0597146 2.0150946 1.7933744 1.8807747 2.0835120 1.7516549 2.33434233 2.0583967 2.8292923 1.9660161	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000	6.000000 5.000000 5.000000 6.000000 6.000000 7.000000 5.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000
Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q45DELTA Q45DELTA Q45DELTA Q50DELTA Q51DELTA Q51DELTA Q51DELTA	LANDI DELLA-INFORE IND & WORK CHP DELLA-INFORE IND SECOND DELLA-SULLING TROOP DELLA-SULLING TROOP DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TROOP DELLA-SULLING DELLA-SULLING TROOP DELLA	67 67 67 67 67 67 67 67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 0.8955224 1.0895522 1.1492537 0.8507463 0.5671642 0.761194 2.3181818	1.8192896 1.5840681 1.7827507 2.0597146 2.0150946 1.7933744 1.8807747 2.0835120 1.7516549 2.33434233 2.0583967 2.8292923 1.9660161	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -10.0000000 -10.0000000 -6.0000000 -6.0000000 -6.0000000	6.000000 5.000000 5.000000 6.000000 6.000000 6.000000 7.000000 5.000000 6.000000 6.000000 7.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000
Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q45DELTA Q45DELTA Q45DELTA Q50DELTA Q51DELTA Q51DELTA Q51DELTA	LANDI DELLA-INFORE IND & WORK CHP DELLA-INFORE IND SECOND DELLA-SULLING TROOP DELLA-SULLING TROOP DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TROOP DELLA-SULLING DELLA-SULLING TROOP DELLA	67 67 67 67 67 67 67 67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 0.8955224 1.0895522 1.1492537 0.8507463 0.5671642 0.761194 2.3181818	1.8192896 1.5840681 1.7827507 2.0597146 2.0150946 1.7933744 1.8807747 2.0835120 1.7516549 2.33434233 2.0583967 2.8292923 1.9660161	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -4.0000000 -5.0000000 -6.0000000 -6.0000000 -6.0000000	6.000000 5.000000 5.000000 6.000000 6.000000 7.000000 7.000000 6.000000 Maximu 4.000000 5.000000 5.000000 4.000000 4.000000
Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q45DELTA Q45DELTA Q45DELTA Q50DELTA Q51DELTA Q51DELTA Q51DELTA	LANDI DELLA-INFORE IND & WORK CHP DELLA-INFORE IND SECOND DELLA-SULLING TROOP DELLA-SULLING TROOP DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TROOP DELLA-SULLING DELLA-SULLING TROOP DELLA	67 67 67 67 67 67 67 67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 0.8955224 1.0895522 1.1492537 0.8507463 0.5671642 0.761194 2.3181818	1.8192896 1.5840681 1.7827507 2.0597146 2.0150946 1.7933744 1.8807747 2.0835120 1.7516549 2.3434233 2.0583967 2.8292923 1.9660161	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000	6.000000 5.000000 5.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 7.000000 6.000000
Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q45DELTA Q45DELTA Q45DELTA Q50DELTA Q51DELTA Q51DELTA Q51DELTA	LANDI DELLA-INFORE IND & WORK CHP DELLA-INFORE IND SECOND DELLA-SULLING TROOP DELLA-SULLING TROOP DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TROOP DELLA-SULLING DELLA-SULLING TROOP DELLA	67 67 67 67 67 67 67 67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 0.8955224 1.0895522 1.1492537 0.8507463 0.5671642 0.761194 2.3181818	1.8192896 1.5840681 1.7827507 2.0597146 2.0150946 1.7933744 1.8807747 2.0835120 1.7516549 2.3434233 2.0583967 2.8292923 1.9660161	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000000	6.000000 5.000000 5.000000 5.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000
Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q45DELTA Q45DELTA Q45DELTA Q50DELTA Q51DELTA Q51DELTA Q51DELTA	LANDI DELLA-INFORE IND & WORK CHP DELLA-INFORE IND SECOND DELLA-SULLING TROOP DELLA-SULLING TROOP DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TRANSPOR DELLA-SULLING TROOP DELLA-SULLING DELLA-SULLING TROOP DELLA	67 67 67 67 67 67 67 67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 0.8955224 1.0895522 1.1492537 0.8507463 0.5671642 0.761194 2.3181818	1.8192896 1.5840681 1.7827507 2.0597146 2.0150946 1.7933744 1.8807747 2.0835120 1.7516549 2.3434233 2.0583967 2.8292923 1.9660161	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000	6.000000 5.000000 5.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000
Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q45DELTA Q45DELTA Q45DELTA Q50DELTA Q51DELTA Q51DELTA Q51DELTA	LANDI DELLA-INFORE IND & WORK CHP DELLA-INFORE IND SECRET DELLA-SELLING TROOP DELLA-SELLING TROOP DELLA-SELLING TRAOPIC DELLA-SELLING TRAOPIC DELLA-SELLING TRAOPIC DELLA-SELLING TRAOPIC DELLA-SELLING TROOPIC DELLA-SELLING	67 67 67 67 67 67 67 67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 0.8955224 1.0895522 1.1492537 0.8507463 0.5671642 0.761194 2.3181818	1.8192896 1.5840681 1.7827507 2.0597146 2.0150946 1.7933744 1.8807747 2.0835120 1.7516549 2.3434233 2.0583967 2.8292923 1.9660161	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.00000000 -6.00000000 -6.0000000000	6.00000 5.00000 6.00000
Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q45DELTA Q45DELTA Q45DELTA Q50DELTA Q51DELTA Q51DELTA Q51DELTA	LANDI DELLA-INFORE IND & WORK CHP DELLA-INFORE IND SECRET DELLA-SELLING TROOP DELLA-SELLING TROOP DELLA-SELLING TRAOPIC DELLA-SELLING TRAOPIC DELLA-SELLING TRAOPIC DELLA-SELLING TRAOPIC DELLA-SELLING TROOPIC DELLA-SELLING	67 67 67 67 67 67 67 67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 0.8955224 1.0895522 1.1492537 0.8507463 0.5671642 0.761194 2.3181818	1.8192896 1.5840681 1.7827507 2.0597146 2.0150946 1.7933744 1.8807747 2.0835120 1.7516549 2.3434233 2.0583967 2.8292923 1.9660161	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000	6.000000 5.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.00000000
Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q45DELTA Q45DELTA Q45DELTA Q50DELTA Q51DELTA Q51DELTA Q51DELTA	LANDI DELL'A-PRICE IND & WORK CHP DELL'A-PRICE IND E WORK CHP DELL'A-BULLET TROOP BELL'A-BULLET TROOP BELL'A-BULLET TRANSPORT BELL'A-BULLET TRANSPORT BELL'A-BULL COMPLICE BELL'A-BULL COMPLICE BELL'A-BULL COMPLICE BELL'A-BULL COMPLICE BELL'A-BULL COMPLICE BELL'A-BULL COMPLICE BELL'A-BULL COUNTY & LIE ROYE BELL'A-BULL COUNTY & LIE ROYE BELL'A-BULL COUNTY & LIE ROYE BELL'A-BULL COUNTY BULL'STY R - BC	67 67 67 67 67 67 67 67 67 67 67 67	0.5671642 0.7164179 1.0597015 1.0000000 0.8955224 1.0895522 1.1492537 0.8507463 0.5671642 0.761194 2.3181818	1.532895 1.7627507 2.0537146 2.0150946 2.0150946 2.0150946 1.7516549 2.0835120 2.083527 2.083527 2.083527 1.9660161 Std Dev 1.1081322 1.3108316 1.3108	-5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -1.0000000 -1.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000	6.000000 5.000000 6.000000

DESIGNATO		_	Mean	Std Dev	Minimum	
Variable	ranei		Mean	std Dev	Minimum	Maximum
O35DRITA	DRIVA-IMPOWE IND 6 WORK GRP	48	0.6250000	1.0236564	-2.0000000	3 0000000
O37DELTA	DELTA-BUILDING TRUST	48	0.5000000	1.1669199	-2.0000000	4.0000000
038DELTA	DELTA-MANAGING CHANGE	48	0.8958333	1.2418172	-1,0000000	5.0000000
Q39DELTA	DELTA-MANAGING CONFLICT	48	0.9791667	1.4802183	-2.0000000	6.0000000
Q40DELTA	DELTA-BUILDING TEAMWORK	48	0.5833333	1.0279774	-2.0000000	3.0000000
Q41DELTA	DELTA-DEVLP POS ORGAN CLIMAT	48	0.7500000	1.0817637	-2.0000000	3.0000000
Q42DELTA	DELTA-MOTIVATING PEOPLE	48	0.7083333	1.0097047	-2.0000000	3.0000000
Q43DELTA	DELTA-EMPLY COORD MECHNSM	48	0.7500000	1.2116456	-2.0000000	3.0000000
Q44DELTA	DELTA-DEVLP SUBORDINATES	48	0.8125000	1.2825548	-2.0000000	5.0000000
Q45DELTA	DELTA-UNDESTND ROLE CO & XO	40	0.6875000	1.1328039	-2.0000000	3.0000000
OFODELTA	DEDIA-FROM IMMOVI & RICK DRVI	40	1 0209333	2 0052016	-5.0000000	5.0000000
OFIDELTA	DELTA-MANG MILITI-CHIEF DIVEGE	Y 48	0.6458333	1 6565741	-3.0000000	5 0000000
	DELTA-IMPOWR IND 6 MORK GRP DELTA-MILLING TRUET BELTA-MANGING CONFLICT DELTA-BUILDING TRUET BELTA-BUILDING TRUET BUILTA-FORGE STOOM TE SEET SINGS DELTA-HANG MULTI-CULT DIVERT					
DESIGNAT	DR = AH					
Variable	Label	N	Hean	Std Dev	Minimum	Maximum
OT FREE MY	DELTA-IMPONE IND 6 WORK GRP DELTA-BUILDING TRUST BELTA-MANGENE CREMET DELTA-MANGENE CREMET DELTA-MANGENE CREMET DELTA-BUILDING TRUST DELTA-BUILDING CREMET DELTA-BUILDING GROAN CLIMAT DELTA-BUILDING GROAN CLIMAT DELTA-BUILDING GROAN CLIMAT DELTA-BUILDING GROAN CLIMAT DELTA-BUILDING SUDGET GROEN DELTA-MANGEN BOILE CC 6 BUILDING	16	0.4000000	0.7367004		2 000000
027DPLTA	DETAIL THE ADDRESS OF A	14	0.4285714	1 3995964	-2 0000000	4 0000000
OSSDELTA	DRIFTA WANTACTING CHANGE	15	0.3333333	1.2344268	-2.0000000	3 0000000
DISDELLA	DELTA-MANAGING CONFLICT	15	0.8000000	1 3732131	-2 0000000	4 0000000
040DBL/TA	DRITA-BUILDING TRAMWORK	14	0.3571429	1.0082081	-2.0000000	2.00000000
041DELTA	DELTA-DEVLP POS ORGAN CLIMAT	15	0.8666667	1.2459458	-1.0000000	3.0000000
042DSLTA	DELTA-MOTIVATING PROPLE	15	0.5333333	1.2459458	-2.0000000	3,0000000
243DELTA	DELTA-EMPLY COORD MECHNSM	15	0.0666667	1.6242214	-2.0000000	5.0000000
Q44DELTA	DELTA-DEVLP SUBORDINATES	15	0.2000000	1.5212777	-2.0000000	4.0000000
245DELTA	DELTA-UNDRSTND ROLE CO & XO	15	0.2666667	0.7037316	-1.0000000	2.0000000
246DELTA	DELTA-PROM INNOVT & RISK BHV	R 15	0.3333333	1.3451854	-2.0000000	3.0000000
250DELTA	DELTA-MANAGE LABOR RELATIONS DELTA-MANG MULTI-CULT DIVEST	15	1.666667	2.0862361	-5.0000000	3.0000000
	Dank land hour con bring.				-3.000000	
RANK - '						
	Label		Mean			
					8.0000000	
C370UP9	BITTINTNO PRIORICED	1	10 0000000		10.0000000	10.0000000
C38OURS	MANAGING CHANGE/CUB	î	8.0000000		8.0000000	8.0000000
C39OURS	MANAGING CONFLICT/CUR	1	5.0000000			5.0000000
C40QUES	BUILDING TRAMWORK/CUR	1	8.0000000		8.0000000	8.0000000
C41QUES	IMPOWE IND & WORK GRE/CUR BUILDING TROUS!/CUR MANAGING CHANGE/CUR BUILDING TRAMHORK/CUR BUILDING TRAMHORK/CUR MOTIVATING PROPILE/CUR BUILDING TRAMHORK/CUR MOTIVATING PROPILE/CUR UNDERSTED ROLE CUR UNDERSTED ROLE CUR BUNDERSTED ROLE CUR UNDERSTED ROLE CUR BUNDERSTED ROLE CUR UNDERSTED ROLE CUR UNDE	1	8.0000000		8.0000000 8.0000000 6.0000000	8.0000000
C42QUES	MOTIVATING PROPLE/CUR	1	6.0000000		6.0000000	6.0000000
C43QUES	EMPLY COORD MECHNSH/CUR	1	6.0000000		6.0000000	6.0000000
C44QUES	DEVLP SUBORDINATES/CUR		9.0000000		9.0000000	9.0000000
C45QUES	UNDESTND ROLE CO & MO/CUR	1	9.0000000		9.0000000	9.0000000
	PROM INNOVT & RISK BHVR/CUR MANAGE LABOR RELATIONS/CUR		1.0000000		6.0000000	6.0000000
C51QUES	MANG MULTI-CULT DIVESTY/CUR	1	6.0000000		6.0000000	6.0000000
RANK = Al	38					
Variable	Label		Mean		Hinimum.	Maximum
Variable	Label					
/ariable	Label					
/ariable	Label					
/ariable	Label					
/ariable	Label					
Variable 035QUES 035QUES 038QUES 039QUES 040QUES 040QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR HANAGING CHEANGE/CUR HANAGING COMPICT/CUR BUILDING TRAMBORK/CUR DULLP FOS ORGAN CLIMAT/CUR	10 10 10 10 10 10	9.5000000 9.6000000 9.2000000 8.8000000 9.5000000 9.5000000	0.5270463 0.6992059 0.9189366 1.0327956 0.8498366 0.7071068	9.0000000 8.000000 8.000000 7.000000 8.000000 8.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
7ariable 35QUES 37QUES 38QUES 39QUES 40QUES 41QUES	Label IMPONR IND & WORK GRP/CUR BUILDING TRUST/CUR HANAGING CHANGE/CUR HANAGING CONFLICT/CUR BUILDING TRAMNORK/CUR BUYUP FOG SEGAN CLIMAT/CUR	10 10 10 10 10	9.500000 9.600000 9.200000 8.800000 9.500000 9.500000	0.5270463 0.6992059 0.9189366 1.0327956 0.8498366 0.7071068	9.0000000 8.0000000 7.000000 8.000000 8.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable 035QUES 037QUES 038QUES 039QUES 040QUES 044QUES	Label IMPONR IND & WORK GRP/CUR BUILDING TRUST/CUR HANAGING CHANGE/CUR HANAGING CONFLICT/CUR BUILDING TRAMNORK/CUR BUYUP FOG SEGAN CLIMAT/CUR	10 10 10 10 10	9.500000 9.600000 9.200000 8.800000 9.500000 9.500000	0.5270463 0.6992059 0.9189366 1.0327956 0.8498366 0.7071068	9.0000000 8.0000000 7.000000 8.000000 8.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable 035QUES 037QUES 038QUES 039QUES 040QUES 044QUES	Label IMPONR IND & WORK GRP/CUR BUILDING TRUST/CUR HANAGING CHANGE/CUR HANAGING CONFLICT/CUR BUILDING TRAMNORK/CUR BUYUP FOG SEGAN CLIMAT/CUR	10 10 10 10 10	9.500000 9.600000 9.200000 8.800000 9.500000 9.500000	0.5270463 0.6992059 0.9189366 1.0327956 0.8498366 0.7071068	9.0000000 8.0000000 7.000000 8.000000 8.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable 035QUES 037QUES 038QUES 039QUES 040QUES 044QUES	Label IMPONR IND & WORK GRP/CUR BUILDING TRUST/CUR HANAGING CHANGE/CUR HANAGING CONFLICT/CUR BUILDING TRAMNORK/CUR BUYUP FOG SEGAN CLIMAT/CUR	10 10 10 10 10	9.500000 9.600000 9.200000 8.800000 9.500000 9.500000	0.5270463 0.6992059 0.9189366 1.0327956 0.8498366 0.7071068	9.0000000 8.0000000 7.000000 8.000000 8.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable 035QUES 037QUES 038QUES 039QUES 040QUES 044QUES	Label IMPONR IND & WORK GRP/CUR BUILDING TRUST/CUR HANAGING CHANGE/CUR HANAGING CONFLICT/CUR BUILDING TRAMNORK/CUR BUYUP FOG SEGAN CLIMAT/CUR	10 10 10 10 10	9.500000 9.600000 9.200000 8.800000 9.500000 9.500000	0.5270463 0.6992059 0.9189366 1.0327956 0.8498366 0.7071068	9.0000000 8.0000000 7.000000 8.000000 8.000000	10.0000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR HANAGING CHEANGE/CUR HANAGING COMPICT/CUR BUILDING TRAMBORK/CUR DULLP FOS ORGAN CLIMAT/CUR	10 10 10 10 10	9.500000 9.600000 9.200000 8.800000 9.500000 9.500000	0.5270463 0.6992059 0.9189366 1.0327956 0.8498366 0.7071068	9.0000000 8.0000000 7.000000 8.000000 8.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000

RANK = CA	PT					
Variable	Label	N	Mean		Minimum	Maximum
C35OURS	IMPOWR IND & WORK GRP/CUR	211	8.3364929	1.5539642	3.0000000	10.0000000
C37OURS	BUILDING TRUST/CUR	211	8.6445498	1.3062874	4.0000000	10.0000000
C38QUES	MANAGING CHANGE/CUR	211	8.2464455	1.5137227	2.0000000	10.0000000
C39QUES	MANAGING CONFLICT/CUR	211	8.0284360	1.5943791	1.0000000	10.0000000
C40QUES	BUILDING THAMWORK/CUR	210	8.5000000	1.4484772	4.0000000	10.0000000
C41QUES	DEVLP POS ORGAN CLIMAT/CUR		8.4786730	1.4353596	2.0000000	10.0000000
C42QUES	MOTIVATING PEOPLE/CUR	211	8.3744076	1.3512284	4.0000000	10.0000000
C43QUES C44QUES	EMPLY COORD MECHNSM/CUR DEVLP SUBORDINATES/CUR	211	7.8767773 8.4502370	1.7631090	4.0000000	10.0000000
C45OURS	UNDRSTND ROLE CO & XO/CUR	211	8.3981043	1.7245555	3.0000000	10.0000000
	PROM INNOVT & RISK BEVR/CUR		8.1523810	1.7183555	2.0000000	10.0000000
	MANAGE LABOR RELATIONS/CUR	210	5.1904762	2.6811239	2.0000000	10.0000000
	MANG MULTI-CULT DIVESTY/CUR		7.4644550	1.8496891		10.0000000
RANK - CD	R					
Variable	Label	N				
C35QUES	IMPOWR IND & WORK GRP/CUR	43	8.1395349	1.5365607	5.0000000	10.0000000
C37QUES	BUILDING TRUST/CUR	42	8.5476190	1.4003899	5.0000000	10.0000000
C38QUES	MANAGING CHANGE/CUR	43	8.0465116	1.6612314	4.0000000	10.0000000
C39QUES	MANAGING CHANGE/CUR MANAGING CONFLICT/CUR	43	7.9767442	1.6971737	2.0000000	10.0000000
C40QUES		43	8.2325581	1.4774046	5.0000000	10.0000000
C41QUES C42QUES	DEVLP POS ORGAN CLIMAT/CUR MOTIVATING PROPLE/CUR	43	8.3488372	1.3952935	4.0000000	10.0000000
C43QUES	MOTIVATING PROPLE/CUR EMPLY COORD MECHNSM/CUR	43	8.1627907 7.7441860	1.5725356	4.0000000	10.0000000
C44OUES	DEVLP SUBORDINATES/CUR	43	8.2790698	1.6377334	5.0000000	10.0000000
C45OUES	UNDRSTND ROLE CO & XO/CUR	43	8.0232558	1.9455489	1.0000000	10.00000000
C460URS	PROM INNOVT & RISK BHVR/CUR		8.0000000	1.4960265	4.0000000	10.0000000
C5CQUES	MANAGE LABOR RELATIONS/CUR	43	5.2790698	3.0184006	0	10.0000000
C51QUES	MANG MULTI-CULT DIVESTY/CUR	43	7.2790698	2.1857284	2.0000000	10.0000000
RANK - LC	DR					
Variable	Label		Hean			Haximum
Variable	Label					
Variable C35QUES	Label IMPOWR IND & WORK GRP/CUR	2	10.0000000	0	10.0000000	10.0000000
Variable C35QUES C37QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR	2 2	10.0000000	1.4142136	10.0000000	10.0000000
Variable C35QUES C37QUES C38QUES	Label IMPOWR IND & WORK GRP/CUR	2	10.0000000	1.4142136 1.4142136	10.0000000	10.0000000
Variable C35QUES C37QUES C38QUES C39QUES	Label IMPOWE IND & WORK GEP/CUR BUILDING TRUST/CUR MANAGING COMPLICT/CUR MANAGING COMPLICT/CUR BUILDING TEAMMORE/CUR	2 2 2 2 2 2	10.0000000 9.0000000 9.0000000	1.4142136	10.0000000 8.0000000 8.0000000 9.0000000	10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES C40QUES C41QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANNE/CUR MANAGING CONFLICT/CUR BUILDING TEAMMORK/CUR DUVLP POS ORGAN CLIMAT/CUR	2 2 2 2 2 2 2	10.0000000 9.000000 9.0000000 9.5000000 10.0000000 9.5000000	0 1.4142136 1.4142136 0.7071068 0.7071068	10.0000000 8.0000000 8.0000000 9.0000000 10.0000000 9.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable 	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR MANAGING COMPLICT/CUR MANAGING COMPLICT/CUR BUILDING TEAMWORK/CUR DEVLP POS ORGAN CLIMAT/CUR MOTIVATING PEOPLE/CUR	2 2 2 2 2 2 2 2	10.0000000 9.000000 9.0000000 9.5000000 10.0000000 9.5000000 9.0000000	0 1.4142136 1.4142136 0.7071068 0 0.7071068 1.4142136	10.0000000 8.0000000 9.0000000 10.0000000 9.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable 	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING COMPLICT/CUR BOILDING TRUST/CUR MANAGING COMPLICT/CUR MANAGING COMPLICT/CUR MODILIPATION PROPLE/CUR MODILIPATION PROPLE/CUR MODILIPATION PROPLE/CUR	2 2 2 2 2 2 2 2 2 2	10.000000 9.000000 9.000000 9.500000 10.000000 9.500000 9.000000 9.000000	0 1.4142136 1.4142136 0.7071068 0 0.7071068 1.4142136	10.0000000 8.0000000 9.0000000 10.000000 9.0000000 8.0000000 8.0000000	10.000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES C41QUES C43QUES C44QUES C44QUES	Label HUDON IND A WORK CRP/CUR HUDON FREST/CUR HANACING CHANCE/CUR HULDING TEAMWORK/CUR BUILDING TEAMWORK/CUR BUILDING TEAMWORK/CUR BUILDING TEAMWORK/CUR BUILDING TEAMWORK/CUR BUILDING TEAMWORK/CUR DEVLE WORK DEVLEY CUR BUILDING TEAMWORK/CUR DEVLE WORK DEVLEY CUR BUILDING TEAMWORK/CUR	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	10.000000 9.000000 9.000000 9.500000 10.000000 9.5000000 9.0000000 9.0000000 9.0000000	1.4142136 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136	10.0000000 8.0000000 8.0000000 9.0000000 10.000000 9.0000000 8.0000000 8.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C39QUES C39QUES C40QUES C41QUES C42QUES C42QUES C43QUES C45QUES C45QUES C45QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR BUILDING TRUST/CUR MANAGING COMPLICT/CUR MANAGING COMPLICT/CUR BUILDING TRUST/CUR MANAGING COMPLICT/CUR MOTIVATING PROPLE/CUR EMPLY COORD MECHNEM/CUR DEVLD SUBCRITANTES/CUR UNDRISTNER DELG CO & XO/CUR	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	10.0000000 9.0000000 9.0000000 10.0000000 9.5000000 9.0000000 9.0000000 9.0000000	0 1.4142136 1.4142136 0.7071068 1.4142136 1.4142136 1.4142136 0.7071068	10.0000000 8.0000000 9.0000000 10.0000000 9.0000000 8.0000000 8.0000000 8.0000000 9.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C37QUES C38QUES C39QUES C40QUES C41QUES C42QUES C42QUES C42QUES C43QUES C45QUES C45QUES C45QUES	Label IMPOWR IND & WORK GRP/COR IMPOWR IND & WORK GRP/COR MANAGING CHANGE/COR BUILDING TEAMWORK/COR BUILDING TEAMWORK/COR MOTIVATING PROPLE/COR BUILDING TEAMWORK/COR MOTIVATING PROPLE/COR BUILDING TEAMWORK/COR UNDERTHE BOOLE CO & XO/COR UNDERTHE BOOLE CO & XO/COR MOTIVATING PROPLE/COR	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	10.0000000 9.0000000 9.0000000 9.5000000 9.5000000 9.5000000 9.0000000 9.0000000 9.5000000 9.5000000	0 1.4142136 1.4142136 0.7071068 1.4142136 1.4142136 1.4142136 0.7071068	10.0000000 8.0000000 9.0000000 9.0000000 9.0000000 8.0000000 8.0000000 8.0000000 9.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C39QUES C39QUES C40QUES C41QUES C42QUES C42QUES C43QUES C45QUES C45QUES C45QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR BUILDING TRUST/CUR MANAGING COMPLICT/CUR MANAGING COMPLICT/CUR BUILDING TRUST/CUR MANAGING COMPLICT/CUR MOTIVATING PROPLE/CUR EMPLY COORD MECHNEM/CUR DEVLD SUBCRITANTES/CUR UNDRISTNER DELG CO & XO/CUR	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	10.0000000 9.0000000 9.0000000 10.0000000 9.5000000 9.0000000 9.0000000 9.0000000	0 1.4142136 1.4142136 0.7071068 1.4142136 1.4142136 1.4142136 0.7071068	10.0000000 8.0000000 9.0000000 10.0000000 9.0000000 8.0000000 8.0000000 8.0000000 9.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C38QUES C40QUES C41QUES C41QUES C42QUES C42QUES C44QUES C44QUES C44QUES C50QUES C50QUES	LABOL LHOOSE LID & MODE ORP/CUR BUILDING TRENDFY/CUR BANAGING CREATE/CUR BANAGING CREATE/CUR BUILDING TRENDF/CUR BUILDING TRENDF/CUR BUILDING CREATE/CUR BUILDING CREATE/	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	10.0000000 9.000000 9.000000 9.5000000 10.000000 9.5000000 9.0000000 9.000000 9.5000000 9.5000000 9.5000000	0 1.4142136 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 0.7071068 0.7071068 0.7071068	10.000000 8.000000 9.000000 10.000000 8.000000 8.000000 8.000000 9.000000 9.000000 9.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C37QUES C38QUES C39QUES C40QUES C40QUES C41QUES C42QUES C43QUES C45QUES C50QUES C50Q	LANGE IND & WORK ORP/CUR BUTLOING TREOT/CUR BUTLOIN	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	10.0000000 9.0000000 9.0000000 9.5000000 10.0000000 9.5000000 9.0000000 9.0000000 9.0000000 9.5000000 9.5000000 9.5000000 7.5000000 8.5000000	0 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 0.7071068 3.5355339 2.1213203	10.000000 8.0000000 9.000000 9.000000 9.000000 8.000000 8.000000 9.000000 9.000000 9.000000 7.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C37QUES C39QUES C40QUES C41QUES C41QUES C42QUES C42QUES C43QUES C54QUES C54QUES C5QUES C5QUES C5QUES RANK = OT Variable C35QUES	Labol INFO:	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	10.000000 9.000000 9.000000 9.5000000 10.000000 9.5000000 9.5000000 9.000000 9.000000 9.500000 9.500000 9.500000 8.500000 8.500000	0 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 0.7071068 3.5355339 2.1213203	10.0000000 8.0000000 8.0000000 9.0000000 9.0000000 8.0000000 8.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 Minimum	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 Maximum
Variable C35QUES C37QUES C37QUES C39QUES C39QUES C40QUES C40QUES C40QUES C42QUES C42QUES C44QUES C45QUES C50QUES C50QUES C50QUES C50QUES C50QUES C51QUES C35QUES C37QUES C37QUES	Label IMPORT IND & WORK GRP/CUR MUTLLING TRUST/CUR MUTLLING TRUST/CUR MANAGING CONFILET/CUR MUTLLING CONFILET/CUR MOTIVATING PROPILET/CUR MONOR HOLD REALTONS/CUR MONOR HOLD PROPILET/CUR MONOR HOLD PROPILET/CUR MER Label MONOR HOLD PROPILET/CUR	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	10.000000 9.000000 5.000000 5.500000 10.000000 9.500000 9.500000 9.000000 9.500000 9.500000 8.500000 8.500000 Mean	0 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 0.7071068 3.5355339 2.1213203	10.0000000 8.0000000 8.0000000 9.0000000 9.0000000 8.0000000 8.0000000 9.0000000 9.0000000 7.0000000 Minimum 10.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 Maximum 10.0000000
Variable C35QUES C37QUES C37QUES C39QUES C49QUES C41QUES C41QUES C41QUES C42QUES C42QUES C42QUES C45QUES C51QUES C51QUES C51QUES C51QUES C37QUES C37QUES C37QUES C37QUES	Label IMPOWE IND & WORK GRE/COR MANAGEME CREATER/COR MANAGEME CONFLICT/COR MANAGEME CONFLICT/COR MANAGEME CONFLICT/COR MOTIVATION PROPERTY/COR MOTIVATION PROPERTY/COR MOTIVATION PROPERTY/COR MANAGEMENT CORPORATION/COR MANAGEMENT CORPORATION/CORPORA	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	10.000000 9.000000 9.000000 9.000000 9.000000 9.000000 9.000000 9.000000 9.5000000 9.5000000 9.5000000 9.5000000 9.5000000 9.5000000 9.5000000 9.5000000	0 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 0.7071068 3.5355339 2.1213203	10.0000000 8.0000000 9.0000000 9.0000000 9.0000000 8.0000000 8.0000000 9.0000000 9.0000000 7.0000000 Minimum 10.0000000 10.0000000 10.0000000 10.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C350UES C370UES C370UES C390UES C390UES C390UES C40UES C410UES C410UES C410UES C410UES C420UES C450UES C450UES C450UES C450UES C550UES C550UES C510UES C570UES C370UES C370UES C370UES C370UES C390UES	Labol LINDONE IND & WORK GRE/COR MANAGEMO CHANGE/COR MANAGEMO CHANGE/COR MANAGEMO CONTICE/COR MANAGEMO CONTICE/COR MONTH CORP MCCHICA/COR MONTH CORP MCCHICA/COR MONTH CORP MCCHICA/COR MONTH GREAT CHANGE MONTH CORP MCCHICA/COR MANAGEMO CHANGE Labol Labol Labol MONTH CORP MCCHICA/COR MONTH CORP MCCH	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	10.000000 9.000000 9.000000 9.000000 9.5000000 9.5000000 9.5000000 9.0000000 9.5000000 9.5000000 8.5000000 Mean 10.000000 7.0000000 7.0000000	0 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 0.7071068 3.5355339 2.1213203	10.0000000 8.0000000 8.0000000 9.0000000 9.0000000 8.0000000 8.0000000 8.0000000 9.0000000 9.0000000 7.0000000 Minimum 10.0000000 10.0000000 7.0000000 7.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 Maximum 10.0000000 10.0000000 10.0000000 00.00000000
Variable C1500ES C3700ES C3700ES C3900ES C3900ES C3900ES C4100ES C410ES C4100ES C4100ES C4100ES C4100ES C4100ES C4100ES C4100ES C410ES	Labol MILEGATION TO A WORK OFFICER MINISTERS THE WORK OFFICER MINISTERS THE WORK OFFI THE MINISTERS	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	10.000000 9.000000 9.000000 9.000000 9.000000 9.000000 9.000000 9.000000 9.000000 9.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000	0 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 0.7071068 3.5355339 2.1213203	10.0000000 8.0000000 9.0000000 9.0000000 9.0000000 8.0000000 8.0000000 9.0000000 9.0000000 7.0000000 Minimum 10.00000000 10.00000000000000000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C350UES C370UES C370UES C390UES C390UES C390UES C40UES C410UES C410UES C410UES C410UES C420UES C450UES C450UES C450UES C450UES C550UES C550UES C510UES C570UES C370UES C370UES C370UES C370UES C390UES	Labol LINDONE IND & WORK GRE/COR MANAGEMO CHANGE/COR MANAGEMO CHANGE/COR MANAGEMO CONTICE/COR MANAGEMO CONTICE/COR MONTH CORP MCCHICA/COR MONTH CORP MCCHICA/COR MONTH CORP MCCHICA/COR MONTH GREAT CHANGE MONTH CORP MCCHICA/COR MANAGEMO CHANGE Labol Labol Labol MONTH CORP MCCHICA/COR MONTH CORP MCCH	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	10.000000 9.000000 9.000000 9.000000 9.5000000 9.5000000 9.5000000 9.0000000 9.5000000 9.5000000 8.5000000 Mean 10.000000 7.0000000 7.0000000	0 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 0.7071068 3.5355339 2.1213203	10.0000000 8.0000000 8.0000000 9.0000000 9.0000000 8.0000000 8.0000000 8.0000000 9.0000000 9.0000000 7.0000000 Minimum 10.0000000 10.0000000 7.0000000 7.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 Maximum 10.0000000 10.0000000 10.0000000 00.00000000
Variable C15QUES C13QUES C13QUES C13QUES C13QUES C13QUES C13QUES C14QUES C44QUES C44QUES C44QUES C44QUES C44QUES C44QUES C44QUES C45QUES C34QUES C44QUES	LAND INCOME INCOME GREATORY COR- MANAGEMENT CORMINATORY CORMINATOR	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	10.000000 9.000000 9.000000 10.000000 10.000000 9.5000000 9.5000000 9.000000 9.5000000 9.5000000 10.000000 10.0000000 10.000000 10.000000 9.000000 9.000000	0 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 0.7071068 3.5355339 2.1213203	10.0000000 8.0000000 8.0000000 10.000000 9.000000 8.0000000 8.0000000 9.0000000 10.0000000 10.0000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable C35QUES C37QUES C37QUES C37QUES C35QUES C35QUES C44QUES C44QUES C44QUES C44QUES C44QUES C45QUES C45QUES C55QUES C51QUES C37QUES C37QUES C37QUES C46QUES C46QUES C46QUES C46QUES C46QUES C46QUES C46QUES C46QUES C46QUES C44QUES C44QUES C44QUES C44QUES C44QUES C44QUES C44QUES	LAND IND & WORK GRP/COR MANAGEME CAMMERCUR MANAGEME CAMMERCUR MANAGEME CAMMERCUR MANAGEME CAMMERCUR MOTIVATION FROFALCY/COR MOTIVATION FROFALCY/COR MOTIVATION FROFALCY/COR MOTIVATION FROFALCY/COR MOTIVATION FROFALCY/COR MOTIVATION FROFALCY/COR MOTIVATION FOR FALL TORS/COR MANAGE LAND ENLITORS/COR LAND LAND IND & WORK GRP/COR MOTIVATION COR MONITORING COR MOTIVATION FROFALCOR MOTIVATIO	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	10.0000000 9.0000000 9.0000000 9.0000000 10.0000000 9.5000000 9.5000000 9.5000000 9.5000000 9.5000000 9.5000000 9.5000000 9.50000000 9.50000000 9.50000000 9.50000000 9.50000000 9.50000000 9.50000000 9.50000000 9.0000000	0 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 0.7071068 3.5355339 2.1213203	10.0000000 8.0000000 9.0000000 10.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 10.0000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C3500ES C3700ES C3700ES C3700ES C3700ES C400ES C4100ES C3700ES C3700ES C3700ES C3700ES C3700ES C3700ES C3700ES C3700ES C4100ES C410ES C4100ES C4100E	LAND LIDGE WORK GRE/COR MANAGEMENT CHRONIC CHRONE COR MANAGEMENT CORE MANAGEMENT CORE MANAGEMENT CORE MANAGEMENT CORE METER CORE MET	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	10.000000 9.000000 9.000000 9.500000 10.000000 8.500000 9.500000 9.500000 9.500000 8.500000 9.500000 8.500000 1.5000000 1.500000 1.500000 1.500000 1.500000 1.500000 1.500000 1.5000000 1.500000 1.500000 1.500000 1.500000 1.500000 1.500000 1.5000000 1.500000 1.500000 1.500000 1.500000 1.500000 1.500000 1.5000000 1.500000 1.500000 1.500000 1.500000 1.500000 1.500000 1.5000000 1.500000 1.500000 1.500000 1.500000 1.500000 1.500000 1.5000000 1.500000 1.500000 1.500000 1.500000 1.500000 1.500000 1.50000000 1.5000000 1.5000000 1.5000000 1.50000000 1.50000000000	0 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 0.7071068 3.5355339 2.1213203	10.0000000 8.0000000 9.0000000 10.0000000 9.0000000 8.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000	10.0000000 10.0000000
Variable C15600EEE C15600EE C15600EE C15600EE C15600EE C4500EE	Labol INFOGR IND & WORK GRE/COR RAMACHING CRAMER/COR RAMACHING CRAMER/COR ROULDING THE CORD MACHINE TO RECEIVE THE ROULD THE ROUTE T	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	10.000000 9.000000 9.0000000 9.0000000 10.000000 9.0000000 9.0000000 9.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000	0 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 0.7071068 3.5355339 2.1213203	10.0000000 8.0000000 10.0000000 10.0000000 10.0000000 8.0000000 8.0000000 8.0000000 7.0000000 7.0000000 10.0000000 10.0000000 8.0000000000	Maximum 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable C1500ES C1700ES C1700ES C1700ES C1700ES C400ES C4100ES C4100	LAND LIDGE WORK GRE/COR MANAGEMENT CHRONIC CHRONE COR MANAGEMENT CORE MANAGEMENT CORE MANAGEMENT CORE MANAGEMENT CORE METER CORE MET	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	10.000000 9.000000 9.000000 9.500000 10.000000 8.500000 9.500000 9.500000 9.500000 8.500000 9.500000 8.500000 1.5000000 1.500000 1.500000 1.500000 1.500000 1.500000 1.500000 1.5000000 1.500000 1.500000 1.500000 1.500000 1.500000 1.500000 1.5000000 1.500000 1.500000 1.500000 1.500000 1.500000 1.500000 1.5000000 1.500000 1.500000 1.500000 1.500000 1.500000 1.500000 1.5000000 1.500000 1.500000 1.500000 1.500000 1.500000 1.500000 1.5000000 1.500000 1.500000 1.500000 1.500000 1.500000 1.500000 1.50000000 1.5000000 1.5000000 1.5000000 1.50000000 1.50000000000	0 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 0.7071068 3.5355339 2.1213203	10.0000000 8.0000000 9.0000000 10.0000000 9.0000000 8.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000 9.0000000	10.0000000 10.0000000

RANK - '	•					
Variable					Minimum	Maximum
R150URS	IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MANAGING COMPLICT/REQ BUILDING TRAMMORK/REQ DEVLP POS ORGAN CLIMAT/REQ MOTIVATING PEOPLE/REQ	1	8.0000000			
B370UES	BUILDING TRUST/REO	ī	10.0000000		10.0000000	8.0000000
R38QUES	MANAGING CHANGE/REQ	1	8.0000000		8,0000000	8.0000000
R39QUES	MANAGING CONFLICT/REQ	1	8.0000000		8.0000000	8.0000000
R40QUES	BUILDING TRAMWORK/REQ	1	10.0000000		10.0000000	10.0000000
R41QUES	DEVLP POS ORGAN CLIMAT/REQ	1	10.0000000		10.0000000	10.0000000
R42QUES	MOTIVATING PEOPLE/REQ	1	8.0000000		8.0000000	8.0000000
					7.0000000	
R44QUES	DEVLP SUBORDINATES/REQ	1	10.0000000		10.0000000	
R45QUES	UNDESTED ROLE CO & XO/REQ PROM INNOVT & RISK BHVB/REQ MANAGE LABOR RELATIONS/REQ	- 3	10.0000000		8.0000000	
RECOURS	PROM INNOVY & RISK BRVK/REU		6.0000000		5.0000000	
RETOURS	MANG MULTI-CULT DIVRSTY/REQ	î	5.0000000		5.0000000	
	AAAA MODII-CODI DIVADII/ADQ				3.0000000	
RANK = AD	OM .					
Variable				Std Dev		Maximum
	IMPOWR IND & WORK GRP/REQ BUILDING TROST/REQ BUILDING TROST/REQ MANAGAING CHRANGE/REQ BUILDING TEAMWORK/REQ BUILDING TEAMWORK/REQ BUILDING TEAMWORK/REQ MOTIVATING PEOPLE/REQ EMPLY COORD MEXINGE/REQ DEVLE SUDORDINATES/REQ BUILDINGSTEN BOLE CO & XO/REQ PROW INMOV'S RICK BUILDINGS PROW INMOV'S RICK BUILDINGS PROW INMOV'S RICK BUILDINGS BUILDINGSTEN BOLE CO & XO/REQ PROW INMOV'S RICK BUILDINGS BUILDINGSTEN BOLE CO & XO/REQ BUILDINGSTEN BUILDINGSTEN BUILDINGSTEN BOLE BUILDINGSTEN BUILDINGSTEN BUILDINGSTEN BUILDINGSTEN BOLE BUILDINGSTEN BUILDINGSTEN BUILDINGSTEN BUILDINGSTEN BOLE BUILDINGSTEN BUILDINGSTEN BUILDINGSTEN BUILDINGSTEN BOLE BUILDINGSTEN BUILDINGSTEN BUILDIN	10	0 5000000	0.7071000	0.0000000	
RISQUES	INDOME IND & MONG CREATED	10	9.3000000	0.7071000	8.0000000	10.0000000
R37QUES	MANAGING CHANGE/DEG	10	9.7000000	0.6749486	B 0000000	10.0000000
R30QUES	MANAGING CHANGE/REQ	10	9.7000000	0.6743466	8.0000000	10.0000000
PAROUIPE	BUILDING GRAMMODE / DEC	10	9 8000000	0.6324555	8 0000000	10.0000000
PATOURS	DEVLP POS ORGAN CLIMAT/REO	10	9.7000000	0.6749486	8.0000000	10.0000000
R42OURS	MOTIVATING PROPLE/REO	10	9.8000000	0.6324555	8.0000000	10.0000000
R43QUES	EMPLY COORD MECHNSM/REQ	10	9.5000000	0.7071068	8.0000000	10.0000000
R44OUES	DEVLP SUBORDINATES/REQ	10	9.6000000	0.6992059	8.0000000	10.0000000
R45QUES	UNDESTND ROLE CO & XO/REQ	10	10.0000000	0	10.0000000	10.0000000
R46QUES	PROM INNOVT & RISK BHVR/REQ	10	9.7000000	0.6749486	8.0000000	10,0000000
R50QUES	MANAGE LABOR RELATIONS/REQ	10	8.5000000	0.8498366	7.0000000	10.0000000
	MANG MULTI-CULT DIVESTY/REQ				8.0000000	
RANK - CA	APT					
Variable					Minimum	
RESTOURS	IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ	212	9.3113208			10.0000000
R37QUES	MANAGING CHANGE/REQ	212	9.3113208			10.0000000
R38QUES	WANACTHE COMPLICE (DEC	212	9.1745283		4.00000000	10.0000000
PANOUSE	MANAGING CONFLICT/REQ BUILDING TEAMNORK/REQ	212	9.3537736	0.9987361	4 0000000	10.0000000
RAIQUES	DEVLP POS ORGAN CLIMAT/REQ	212		0.9226913	4.0000000	10.0000000
R42OUES	MOTIVATING PROPLE/REO	212	9.3113208	0.9722521	4.0000000	10.0000000
R43QUES	EMPLY COORD MECHNSM/REQ	212	8.7783019			10.0000000
R44QUES	DEVLP SUBORDINATES/REQ	212	9.0613208	1.2809261	2.0000000	10.0000000
R45QUES	UNDRSTND ROLE CO & XO/REQ	212	9.0141509	1.8688739	0	10.0000000
R46QUES	PROM INNOVT & RISK BHVR/REQ	211	8.8199052	1.4395045	2.0000000	10.0000000
R50QUES	MANAGE LABOR RELATIONS/REQ	211	8.8199052 6.9905213 8.1745283	2.8098306	2.0000000	10.0000000
R51QUES	DEVLY POS ORGAN CLIMAT/RD MOTIVATING PEOPLE/REQ EMPLY COORD MECHNSM/REQ DEVLY SUROBDINATES/REQ UNDRSTND ROLE CO & XO/REQ PROM INNOVT & RISK BHVW/REQ MANAGE LABOR RELATIONS/REQ MANAG MULTI-CULT DIVRSTY/REQ	212	8.1745283	1.8376557	0	10.0000000
RANK = CI						
Variable				Std Dev	Minimum	Maximum
B350URS	IMPOWR IND 6 WORK GRP/REQ BUILDING TRUST/REQ HANAGING CHANGS/REQ MANAGING CHANGS/REQ BUILDING TERMONG/REQ BUILDING TERMONG/REQ DEVEL POS ORGAN CLIMAT/REQ	43	9.0697674	1.1628239		10.0000000
R37OUES	BUILDING TRUST/REO	43	9.3488372	1.0664521	6.0000000	10.0000000
R38OUES	MANAGING CHANGE/REO	43	9.3255814	1.0170202		10.0000000
R39OUES	MANAGING CONFLICT/REQ	43	9.2790698	1.0762718		10.0000000
R40QUES	BUILDING TEAMWORK/REQ	43	9.4186047	0.8791922	7.0000000	10.0000000
R41QUES	DEVLP POS ORGAN CLIMAT/REQ	43	9-4186047	0.9569933		10.0000000
				0.8791922	7.0000000	10.0000000
R43QUES		43	8.8372093	1.3080380		10.0000000
R44QUES		43	9.2325581	1.0875313		10.0000000
R45QUES	UNDESTED ROLE CO & MO/REQ	43	9.0465116	1.8765912	0	10.0000000
R45QUES R46QUES	UNDESTND ROLE CO & XO/REQ PROM INNOVT & RISK BHVR/REQ	43	9.0465116 8.7209302	1.8765912	4.0000000	10.0000000
R45QUES	UNDESTED ROLE CO & MO/REQ PROM INNOVT & RISK BHVE/REQ MANAGE LABOR RELATIONS/REQ	43	9.0465116	1.8765912	4.0000000	10.0000000

RANK = I	opp.					- 1
Variable			Mean			Maximum
R35QUES	IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MANAGING CONFLICT/REQ DEVILE POS ORGAN CLIMAT/REQ MOTIVATING PROPILE/REQ MOTIVATING PROPILE/REQ MURPLY COGER MECHANISM/REQ MURPLY COGER MECHANISM/REQ	2	10.0000000	0	10.0000000	10.0000000
R37QUES	BUILDING TRUST/REQ	2	10.0000000	0	10.0000000	10.0000000
R38QUES	MANAGING CHANGE/REQ	2	10.0000000	0	10.0000000	10.0000000
R39QUES	MANAGING CONFLICT/REQ	2	10.0000000	0	10.0000000	10.0000000
Rendnes	BUILDING TEARWORK/REQ	2	10.0000000	0	10.0000000	10.0000000
R42OURS	MORTUATIVE DECREE CLIMAT/KEU	2	10.0000000	0	10.0000000	10.0000000
R43OURS	EMPLY COORD HECHISM/REQ	2	10.0000000	o o	10.0000000	10.0000000
R44QUES	DEVLP SUBORDINATES/REQ	2	10.0000000	0	10.0000000	10.0000000
R45QUES	UNDRSTND ROLE CO & XO/REQ	2	10.0000000	0	10.0000000	10.0000000
R46QUES	PROM INNOVI & RISK BHVR/REQ	2	10.0000000	0	10.0000000	10.0000000
RSOQUES	DEVLP SUBORDINATES/REQ UNDRSTND ROLE CO & XO/REQ PROM INNOVT & RISK BHYE/REQ MANAGE LABOR RELATIONS/REQ MANG MULTI-CULT DIVRSTY/REQ	2	9.0000000	1.4142136	10.0000000 8.0000000 8.0000000	10.0000000
RSIQUES	MANG MULTI-CULT DIVESTE/REQ		9.0000000	1.4142136	8.0000000	10.0000000
RANK = OT	THER					
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
na Forme	IMPOWR IND 6 WORK GRP/REQ BUILDING TRUST/REQ MANAGING COMPLICY/REQ MANAGING COMPLICY/REQ DEVLP POG GRGAN CLIMAY/REQ MOTIVATING PROPIE/REQ BUPLY FOOG BRIGHT STATES EMPLY COORD HECKSMOM/REQ DEVLD SUBGULTHATES/REQ UNDRITHE FOLIC OF & NO/REQ					
R37OURS	BUILDING TRUST/REG	1	10.0000000		10.0000000	10.0000000
R38QUES	MANAGING CHANGE/REQ	1	9.0000000		9.0000000	9.0000000
R39QUES	MANAGING CONFLICT/REQ	1	9.0000000			9.0000000
R40QUES	BUILDING TEAMWORK/REQ	1	10.0000000		10.0000000	10.0000000
R41QUES	DEVLP POS ORGAN CLIMAT/REQ	1	8.0000000		8.0000000	8.0000000
R42QUES	MOTIVATING PROPILE/REQ	1	10.0000000			
BAAOURS	DENTE COOKS RECEMBE/REQ	-	10 0000000		10.0000000	10 0000000
R45OURS	UNDESTED ROLE CO & XO/REO	1	9.0000000		9.0000000	9.0000000
R46QUES					9.0000000 7.0000000	7.0000000
R50QUES	MANAGE LABOR RELATIONS/REQ	1	5.0000000		5.0000000	5.0000000
	MANG MULTI-CULT DIVESTY/REQ	1	4.0000000		4.0000000	4.0000000
RANK = '						
Variable	Label		Mean			
Variable	Label				0	
Variable Q35DELTA	Label DELTA-IMFOWR IND & WORK GRP	1	9		0 0	
Variable Q35DELTA	Label DELTA-IMFOWR IND & WORK GRP	1	9		0 0 0	
Variable Q35DELTA	Label DELTA-IMFOWR IND & WORK GRP	1	9		0 0 0 0 3.0000000	3.000000
Variable Q35DELTA	Label DELTA-IMFOWR IND & WORK GRP	1	9		0 0 0 3.0000000 2.0000000	3.000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA	Label DELTA-IMPOWE IND 6 MORK GRP DELTA-BUILDING TRUST DELTA-MANAGING COMPLICT DELTA-MANAGING COMPLICT DELTA-BUILDING TRANSOR DELTA-BUILDING TRANSOR DELTA-BUILDING TRANSOR	1	9		0 0 0 0 3.0000000	3.000000 2.000000 2.000000
Variable Q35DELTA Q37DELTA Q39DELTA Q40DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA	Label DELTA-IMPOWE IND & WORK GRP DELTA-BUILDING TRUST DELTA-BURNETHE CHRINGE DELTA-BURNETHE CHRINGE DELTA-BURNETHE CONFLICT DELTA-SUITING TEAMWORK DELTA-SUITING TEAMWORK DELTA-SUITING TEAMWORK DELTA-SUITING TEAMWORK DELTA-SUITING COMBAN CLIMAT DELTA-SUITING COMBAN DELTAMENT	1 1 1 1 1 1 1 1 1	0 0 0 3.0000000 2.0000000 2.0000000 2.0000000		3.0000000 2.0000000 2.0000000 1.0000000	3.000000 2.000000 2.000000 2.000000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q43DELTA	Label DELTA-IMPOWE IND 6 WORK GRP DELTA-SULLDING TRUSTS DELTA-HANGEIN COMPLICT DELTA-BULDING TRAMPORE DELTA-BULDING TRAMPORE DELTA-BULDING TRAMPORE DELTA-BULDING TRAMPORE DELTA-BULDING TRAMPORE DELTA-BULDING TRAMPORE DELTA-MUTIVATING PROPLE DELTA-BULDY COORD MECHANM	1 1 1 1 1 1 1 1 1	3.000000 2.000000 2.000000 1.000000		3.0000000 2.0000000 2.0000000 2.0000000 1.0000000	3.000000 2.000000 2.000000 1.000000
Variable Q35DELTA Q37DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q45DELTA Q45DELTA	Label DELTA-INFORM IND & WORK GRP DELTA-BOLLING TRUST DELTA-HANNOING CHENNEE DELTA-HANNOING CONTLICT DELTA-HANNOING CONTLICT DELTA-HANNOING CONTLICT DELTA-HOLLING TO BOULD TO BUT THE TO BE THE THE THE THE THE THE THE THE THE TH	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	3.000000 2.000000 2.000000 1.000000 1.000000	:	3.0000000 2.0000000 2.0000000 2.0000000 1.0000000 1.0000000	3.000000 2.000000 2.000000 1.000000 1.000000
Variable Q35DELTA Q37DELTA Q39DELTA Q40DELTA Q40DELTA Q40DELTA Q40DELTA Q40DELTA Q40DELTA Q40DELTA Q40DELTA Q40DELTA	Label DELTA-IMPOWE IND & WORE GRP DELTA-BUILDING TRUST DELTA-BUILDING TRUST DELTA-BUILDING TRUST DELTA-BUILDING CONFLICT DELTA-BUILDING CONFLICT DELTA-BUILDING TERMORE DELTA-DUTY COOR MECHANISM DELTA-DUTY COOR MECHANISM DELTA-DUTY COOR MECHANISM DELTA-DUTY DELTA-BUILDINGTES DELTA-BUILDINGTES DELTA-BOWN DELTA-BUILDINGTES DELTA-BOWN DELTA-BUILDINGTES DELTA-BOWN DELTA-BOWN DELTA-BUILDINGTES DELTA-BOWN DELTA-BOWN DELTA-BOWN DELTA-BOWN DELTA-BUILDINGTES DELTA-BOWN DELTA-BOWN DELTA-BUILDINGTES DELTA-BOWN DELTA-BOWN DELTA-BUILDINGTES DELTA-BOWN	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	3.000000 2.000000 2.000000 2.000000 1.000000 1.000000 1.000000	:	3.0000000 2.0000000 2.0000000 2.0000000 1.0000000 1.0000000 2.0000000	3.000000 2.000000 2.000000 1.000000 1.000000 1.000000 2.000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q42DELTA Q45DELTA Q45DELTA Q45DELTA	Label DELTA-INFORM IND & WORK GRP DELTA-BOLLING TRUST DELTA-HANNOING CHENNEE DELTA-HANNOING CONTLICT DELTA-HANNOING CONTLICT DELTA-HANNOING CONTLICT DELTA-HOLLING TO BOULD TO BUT THE TO BE THE THE THE THE THE THE THE THE THE TH	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	3.000000 2.000000 2.000000 1.000000 1.000000 1.000000 2.000000	:	3.0000000 2.0000000 2.0000000 2.0000000 1.0000000 1.0000000	3.000000 2.000000 2.000000 1.000000 1.000000 1.000000 2.000000 4.000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q42DELTA Q45DELTA Q45DELTA Q45DELTA	DELTA-INFOWN IND E WORK GRP DELTA-BUILDING TROOT DELTA-BUILDING TROOT DELTA-BUILDING TROOT DELTA-HANAGING CONFLICT BELTA-HANAGING CONFLICT DELTA-HANAGING CONFLICT DELTA-HANAGING TRAMPORT DELTA-HANAGING TRAMPORT DELTA-HOS	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	3.000000 2.0000000 2.0000000 2.0000000 1.0000000 1.0000000 2.0000000 4.0000000 -1.0000000	:	3.000000 2.000000 2.000000 2.000000 1.000000 1.000000 1.000000 2.000000 4.000000 -1.000000	3.000000 2.000000 2.000000 1.000000 1.000000 1.000000 4.000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q42DELTA Q45DELTA Q45DELTA Q50DELTA Q50DELTA	DELPA-NEVER IND E WORK OF DELPA-NEVER INDEX PROPERTY OF DELP	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0 0 0 0 2.000000 2.000000 1.000000 1.000000 2.000000 4.000000 4.000000	Std Dev	0 3.0000000 2.0000000 2.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000	3.000000 2.000000 2.000000 1.000000 1.000000 1.000000 4.000000 -1.000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q40DELTA Q40DELTA Q41DELTA Q44DELTA Q45DELTA Q45DELTA Q50DELTA Q50DELTA Q50DELTA	DELTA-INFORDING DE WORK ORP BELTA-INFORDING CHARME BELTA-ANADCHE CHARME BELTA-ANADCHE CHARME BELTA-ANADCHE COUNTIC BELTA-ONDING COUNTIC BELTA-ONDING CHARME BELTA-ONDING DELTA-ONDING BELTA-ONDING BELTA-ONDING	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Std Dev	0 3.0000000 2.0000000 2.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000	3.000000 2.000000 2.000000 1.000000 1.000000 1.000000 4.000000 -1.000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q40DELTA Q40DELTA Q41DELTA Q44DELTA Q45DELTA Q45DELTA Q50DELTA Q50DELTA Q50DELTA	DELTA-INFORDING DE WORK ORP BELTA-INFORDING CHARME BELTA-ANADCHE CHARME BELTA-ANADCHE CHARME BELTA-ANADCHE COUNTLOT BELTA-OFFICE POPULA BELTA-OFFICE P	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Std Dev	0 3.0000000 2.0000000 2.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000	3.000000 2.000000 2.000000 1.000000 1.000000 1.000000 4.000000 -1.000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q40DELTA Q40DELTA Q41DELTA Q44DELTA Q45DELTA Q45DELTA Q50DELTA Q50DELTA Q50DELTA	DELTA-INFORDING DE WORK ORP BELTA-INFORDING CHARME BELTA-ANADCHE CHARME BELTA-ANADCHE CHARME BELTA-ANADCHE COUNTLOT BELTA-OFFICE POPULA BELTA-OFFICE P	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Std Dev	0 3.0000000 2.0000000 2.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000	3.000000 2.000000 2.000000 1.000000 1.000000 1.000000 4.000000 -1.000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q40DELTA Q40DELTA Q41DELTA Q44DELTA Q45DELTA Q45DELTA Q50DELTA Q50DELTA Q50DELTA	DELTA-INFORDING DE WORK ORP BELTA-INFORDING CHARME BELTA-ANADCHE CHARME BELTA-ANADCHE CHARME BELTA-ANADCHE COUNTLOT BELTA-OFFICE POPULA BELTA-OFFICE P	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0 0 3.000000 0 2.0000000 1.00000000	Std Dev 0.9428990 0.3944289	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	3.000000 2.000000 1.000000 1.000000 1.000000 1.000000 1.000000 1.000000 1.000000 1.000000 1.000000 1.000000 1.000000 2.000000 2.000000 2.000000 2.000000 2.000000
Variable 035DELTA 037DELTA 037DELTA 035DELTA 035DELTA 035DELTA 045DELTA 045DELTA 045DELTA 045DELTA 045DELTA 045DELTA 055DELTA 055DELTA 037DELTA 037DELTA 035DELTA 035DELTA 035DELTA	DELPA-HEVER IND S WORK OF DELPA-HEVER IND S	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0 0 3.000000 0 2.0000000 1.00000000	Std Dev 0.9428990 0.3944289	3.000000 2.000000 2.000000 2.000000 1.000000 1.000000 1.000000 2.000000 2.000000 4.000000 -1.000000 -1.000000	3.000000 2.000000 2.000000 1.000000 1.000000 1.000000 4.000000 4.000000 4.000000 2.000000 2.000000 2.000000 2.000000
Variable 035DELTA 037DELTA 037DELTA 035DELTA 035DELTA 035DELTA 045DELTA 045DELTA 045DELTA 045DELTA 045DELTA 045DELTA 055DELTA 055DELTA 037DELTA 037DELTA 035DELTA 035DELTA 035DELTA	DELPA-HEVER IND S WORK OF DELPA-HEVER IND S	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0 0 3.000000 0 2.0000000 1.00000000	Std Dev 0.9428990 0.3944289	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	3.000000 2.000000 2.000000 1.000000 1.000000 1.000000 1.000000 1.000000 4.000000 4.000000 4.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000
Variable 035DELTA 037DELTA 037DELTA 035DELTA 035DELTA 035DELTA 045DELTA 045DELTA 045DELTA 045DELTA 045DELTA 045DELTA 055DELTA 055DELTA 037DELTA 037DELTA 035DELTA 035DELTA 035DELTA	DELPA-MENOR IND S WORK OFF DELPA-MENOR IND S WORK OFF DELPA-MENOR TROPS DELPA-MENOR TROPS DELPA-MENOR TRANSCRIP DELPA-MENOR TRANSCRIP DELPA-MENOR TRANSCRIP DELPA-MENOR TRANSCRIP DELPA-MENOR TRANSCRIP DELPA-MENOR TRANSCRIP LA-MENOR IND S WORK OFF DELPA-MENOR IND S	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0 0 3.0000000 0 2.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000 0 2.0000000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.5000000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.500000 0 0.5000000 0 0.5000000 0 0.5000000 0 0.5000000 0 0.50000	Std Dev 0.9428990 0.9544289 1.2692726 1.155926 1.155926 1.175928 1.175928	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	3.000000 2.000000 2.000000 1.000000 1.000000 1.000000 1.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000
Variable 035DELTA 037DELTA 035DELTA 035DELTA 035DELTA 035DELTA 045DELTA 045DELTA 045DELTA 045DELTA 055DELTA 055DELTA 035DELTA 045DELTA 045DELTA 045DELTA 045DELTA	DELTA-HENOR IND & WORK OF DELTA-HENOR IND & WORK OF DELTA-HENOR IND E WORK OF DELTA-HENOR IND E WORK OF DELTA-HENOR IND E WORK OF DELTA-HENOR IND ENGAGE OF THE DELTA-HENOR INDEX SERVICES BELLA-HENOR WORK OF DELTA-HENOR INDEX SERVICES DEL	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	3.0000000 2.0000000 2.0000000 1.0000000 1.0000000 1.0000000 1.0000000 1.0000000 0.0000000 0.0000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000	Std Dev 0.9428090 0.544995 1.2292726 1.1535014 1.253203 1.1737878	0 0 3.0000000 2.0000000 1.00000000	3.000000 2.000000 2.000000 2.000000 1.000000 1.000000 4.000000 4.000000 -1.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000
Variable Q35DELTA Q37DELTA Q37DELTA Q37DELTA Q37DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q4DELTA Q3DELTA Q3DELTA Q3DELTA Q3DELTA Q3DELTA Q3DELTA Q3DELTA Q3DELTA Q3DELTA Q4DELTA Q4DELTA Q4DELTA	BALLA SHOWS IND 6 WORK ORP BELTA-HOUSE IND 6 WORK ORP BELTA-HANGING CHANGE BELTA-HANGING CHANGE BELTA-HANGING CONTLICT BELTA-SUPER OF COMMAN CHANGE BELTA-WORK FOR CHANGE BELTA-WORK FROM CHANGE BELTA-WORK FROM SHAPE BELTA-WORK FROM SHAPE BELTA-WORK FROM SHAPE BELTA-HANGING CHANGE BELTA-HANGING CONTLICT BELTA-WORK FROM CONTLICT BELTA-WORK F	11 11 11 11 11 11 11 11 11 11 11 11 11	0 3.0000000 0 3.0000000 0 4.0000000 0 5.0000000 0 .0.0000000 0 0 .0.0000000 0 0 .0.000000	Std Dev 0.9428090 0.9544289 1.2652955 1.2555018 1.1352924 1.265295 1.1737878 1.032788	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	3.000000 2.000000 2.000000 1.000000 1.000000 1.000000 1.000000 1.000000 1.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000
Variable Q35DELTA Q37DELTA Q37DELTA Q37DELTA Q37DELTA Q40ELTA Q40ELTA Q40ELTA Q40ELTA Q50ELTA	DALLA-INFOR IND 6 WORK OFF DELTA-ANDRIED CHARGE DELTA-ANDRIED CHARGE DELTA-ANDRIED CHARGE DELTA-ANDRIED CHARGE DELTA-OWERD POOL OF CONTICE DELTA-OWERD POOL ORDER CENTRAL CONTICE DELTA-OWERD POOL ORDER DELTA-ANDRIED CHARGE DELTA-ANDRIED CHARGE DELTA-ANDRIED CHARGE DELTA-ANDRIED CHARGE DELTA-ANDRIED CHARGE DELTA-ANDRIED THOSE DELTA-ANDRIED THOSE DELTA-ANDRIED CONTICE DELTA-ANDRIED CONTICE DELTA-ANDRIED CONTICE DELTA-ANDRIED CONTICE DELTA-ANDRIED FOOLE DELTA-DELTA-DELTA-DELTA-DEDTA-DELTA-DE	11 11 11 11 11 11 11 11 11 11 11 11 11	3.0000000 2.0000000 2.0000000 2.0000000 2.0000000 1.0000000 1.0000000 1.0000000 -1.0000000 -1.0000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000	Std Dev 0.9428990 0.994289 1.2692955 1.2292726 1.1355018 1.2692955 1.1737896 0.327896	Minimum -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000	### ##################################
Variable 035DELTA 035DELTA 035DELTA 035DELTA 035DELTA 045DELTA 035DELTA 035DELTA	BALLA SHOWS IND 6 WORK ORP BELTA-HOUSE IND 6 WORK ORP BELTA-HANGING CHANGE BELTA-HANGING CHANGE BELTA-HANGING CONTLICT BELTA-SUPER OF COMMAN CHANGE BELTA-WORK FOR CHANGE BELTA-WORK FROM CHANGE BELTA-WORK FROM SHAPE BELTA-WORK FROM SHAPE BELTA-WORK FROM SHAPE BELTA-HANGING CHANGE BELTA-HANGING CONTLICT BELTA-WORK FROM CONTLICT BELTA-WORK F	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	3.0000000 2.0000000 2.0000000 2.0000000 2.0000000 1.0000000 1.0000000 1.0000000 -1.0000000 -1.0000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000	Std Dev 0.9428090 0.9544289 1.2692955 1.1352924 1.2692955 1.1352924 1.2692955 0.674946 1.0317956	3.0000000 3.0000000 2.0000000 2.0000000 1.0000000 1.0000000 4.0000000 -1.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.00000000 -2.00000000 -2.00000000 -2.00000000 -2.00000000 -2.00000000 -2.00000000 -2.00000000 -2.00000000 -2.00000000 -2.00000000 -2.00000000 -2.00000000	3.000000 2.000000 2.000000 2.000000 1.000000 1.000000 4.000000 4.000000 4.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000 2.000000

RANK = CA	PT					
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
035DELTA	DELTA-INFOWN IND 6 MORE GRP DELTA-SUILDING TRUST DELTA-MANICH CONFLICT DELTA-MANICH CONFLICT DELTA-MANICH CONFLICT DELTA-MANICH CONFLICT DELTA-BUILDING TEAMHORE DELTA-BUILDING TEAMHORE DELTA-BUILDING TEAMHORE DELTA-MOUTVAITION FROULE DELTA-MOUTVAITION FROULE DELTA-MOUTVAITION FROULE DELTA-MONDERFORD ROLE CO & DO DELTA-MANICH LANGER REMATICAT DELTA-MANICH LANGER MELTI-CULT DIVERTIT	211	0.6445498	1.4578870	-5.0000000	6.0000000
Q37DELTA	DELTA-BUILDING TRUST	211	0.6635071	1.2930381	-5.0000000	5.0000000
Q38DELTA	DELTA-MANAGING CHANGE	211	1.0094787	1.5274957	-5.0000000	7.0000000
Q39DELTA	DELTA-MANAGING CONFLICT	211	1.1421801	1.7123287	-5.0000000	9.0000000
Q40DELTA	DELTA-BUILDING TEAMNORK	210	0.8323810	1.5098145	-5.0000000	6.0000000
O42DELTA	DRIFTA-MOTIVATING PROPIR	211	0.9383886	1.3770207	-5.0000000	6.0000000
O43DELTA	DRLTA-HMPLY COORD MECHNSM	211	0.9004739	1.7083966	-4.0000000	7.0000000
O44DELTA	DELTA-DEVLP SUBORDINATES	211	0.6066351	1.5558656	-4,0000000	6.0000000
Q45DELTA	DELTA-UNDRSTND ROLE CO & XO	211	0.6113744	2.2169613	-10.0000000	6.0000000
Q46DELTA	DELTA-PROM INNOVT & RISK BHVR	210	0.6619048	1.7971206	-5.0000000	7.0000000
Q50DELTA	DELTA-MANAGE LABOR RELATIONS	210	1.8095238	2.9170190	-7.0000000	10.0000000
OSIDEDIA	DELTA-RANG HULTI-CULT DIVESTE	211	0.7061611	1.9901926	-8.0000000	6.0000000
RANK = CD	R					
Variable	Label	N	Hean	Std Dev	Minimum	Maximum
Q35DELTA	DELTA-IMPOWE IND 6 WORK GRP DELTA-BUTLENG TRUDET DELTA-BUTLENG TRUDET DELTA-BUTLENG COMPILET DELTA-BUTLENG COMPILET DELTA-BUTLENG COMPILET DELTA-BUTLENG TEMPORE DELTA-BUNGET BUTLENGT TEMPORE DELTA-BUNGET BUTLET-GUTLET DURSTIT	43	0.9302326	1.5023054	-2.0000000	4.0000000
O39DELTA	DELTA-BOILDING TRUST	43	1 2790698	1 7501780	-2.0000000	5.0000000
O39DEL/7A	DRITA-MANAGING CONPLICT	43	1.3023256	1.6261975	-2.0000000	7 0000000
Q40DELTA	DELTA-BUILDING TEAMWORK	43	1.1860465	1.4516955	-2.0000000	5.0000000
Q41DELTA	DELTA-DEVLP POS ORGAN CLIMAT	43	1.0697674	1.4539822	-2.0000000	6.0000000
Q42DELTA	DELTA-MOTIVATING PEOPLE	43	1.2558140	1.4815215	-2.0000000	6.0000000
Q43DELTA	DELTA-EMPLY COORD MECHNSM	43	1.0930233	1.7294914	-2.0000000	6.0000000
Q44DELTA	DELTA-DEVLP SUBORDINATES	43	0.9534884	1.5268001	-2.0000000	5.0000000
CASDELTA	DRIFT - DROW INNOVE & DICK RHVD	43	0.7209302	1 8299828	-5 0000000	4 00000000
OSODRUTA	DELTA-MANAGE LARGE RELATIONS	43	1.9767442	2.6858392	-5.0000000	9.0000000
Q51DELTA	DELTA-MANG MULTI-CULT DIVESTY	43	0.8604651	1.8071471	-2.0000000	6.0000000
RANK - LO	DR					
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
Variable	Label	N 2 2	Mean 0	Std Dev	Minimum	Maximum 0
Variable	Label	N 2 2 2 2 2	Mean 0 1.0000000 1.0000000	Std Dev 0 1.4142136 1.4142136	Minimum 0 0	Max1mum 0 2.0000000
Variable	Label	N 2 2 2 2 2 2 2	Mean 0 1.0000000 1.0000000 0.5000000	Std Dev 0 1.4142136 1.4142136 0.7071068	Minimum 0 0 0	Maximum 0 2.000000 2.0000000 1.0000000
Variable	Label	N 2 2 2 2 2 2 2 2	Mean 0 1.0000000 1.0000000 0.5000000	Std Dev 0 1.4142136 1.4142136 0.7071068	Minimum 0 0 0	Maximum 0 2.0000000 2.0000000 1.0000000
Variable	Label	N 2 2 2 2 2 2 2 2 2	Mean 0 1.0000000 1.0000000 0.5000000 0.5000000	Std Dev 0 1.4142136 1.4142136 0.7071068 0.7071068	Minimum 0 0 0 0	Maximum 2.000000 2.000000 1.0000000 0
Variable	Label	N 2 2 2 2 2 2 2 2 2 2 2	Mean 0 1.0000000 1.0000000 0.5000000 0.5000000	Std Dev 0 1.4142136 1.4142136 0.7071068 0.7071068 1.4142136	Minimum 0 0 0 0 0	Maximum 0 2.0000000 2.0000000 1.0000000 0 1.0000000 2.0000000
Variable	Label	N 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Mean 1.0000000 1.000000 0.500000 0.000000 1.0000000	Std Dev 0 1.4142136 1.4142136 0.7071068 1.4142136 1.4142136	Minimum 0 0 0 0 0	Maximum 2.000000 2.0000000 1.0000000 0 1.0000000 2.0000000
Variable	Label	N 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Hean 1.000000 1.000000 0.500000 0.500000 1.000000 1.000000	Std Dev 0 1.4142136 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 1.4142136	Minimum 0 0 0 0 0 0	Maximum 2.000000 2.000000 1.000000 0.000000 2.000000 2.000000
Variable	Label	N 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Hean 1.0000000 1.0000000 0.5000000 0.5000000 1.0000000 1.0000000 0.5000000 0.5000000	Std Dev 1.4142136 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 1.4142136 0.7071068	Minimam 0 0 0 0 0 0	Maximum 2.000000 2.0000000 1.0000000 2.0000000 2.0000000 2.0000000 1.00000000
Variable	Label	N 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Mean 1.0000000 1.0000000 0.5000000 1.0000000 1.0000000 1.0000000 0.5000000 0.5000000	Std Dev 0 1.4142136 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 1.4142136 0.7071068 0.7071068 0.7071068	Minimum 0 0 0 0 0 0 0 0 0 0	Maximum 2.000000 2.000000 1.000000 0.000000 2.000000 2.000000 1.000000 1.000000 1.000000
Variable	Label	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Mean 1.0000000 0.000000 0.5000000 1.0000000 1.0000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000	Std Dev 1.4142136 0.7071068 1.4142136 0.7071068 1.4142136 0.7071068 4.9457475 0.7071068	Minimam 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Maximum 2.0000000 2.0000000 1.0000000 2.0000000 2.0000000 1.0000000 1.0000000 5.0000000 1.0000000
Variable Q35DELTA Q37DELTA Q38DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q45DELTA Q45DELTA Q55DELTA Q55DELTA	LADAI DELTA-IMPONE IND & WORK GRP DELTA-MULLING TROOT DELTA-MULLING DELTA-MULLING TROOT DELTA-MULLING DELTA-MUL	N 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Mean 1.0000000 1.0000000 0.5000000 0.5000000 1.0000000 1.0000000 0.5000000 0.5000000 0.5000000 0.5000000	Std Dev 0 1.4142136 0.7071068 0.4142136 0.00701068 0.4142136 0.7071068 0.7071068 0.7071068	Minimum 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Maximum 0 2.0000000 2.0000000 1.0000000 0 2.0000000 2.0000000 1.0000000 1.0000000 1.0000000 1.0000000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q42DELTA Q43DELTA Q45DELTA Q45DELTA Q50DELTA Q50DELTA	LEADLI DELTA-HHOME IND & WORK ORP DELTA-HHOME IND & WORK ORP DELTA-BOLLDING TRIDG BULLA-BOLLDING TRIDG BULLA-BOLLDING TRANSCHIK BULLA-BOLLDING TRANSCHIK BULLA-BOLLDING TRANSCHIK BULLA-BOLLDING TRANSCHIK BULLA-BOLLDING TRONSCHIK BULLA-BOLLDING TRONSCHIK BULLA-BOLLDING TRONSCHIK BULLA-BOLLDING TRANSCHIK BULLA-BOLLDING BULLA-BOLLDING TRANSCHIK BULLA-BOLLDING TRANSCHIK BULLA-BOLLDING BULLA-BOLLDING TRANSCHIK BULLA-BOLLDING TRANSCHIK BULLA-BOLLDIN	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	1.0000000 1.0000000 0.5000000 0.5000000 1.0000000 1.0000000 0.5000000 0.5000000 1.5000000 0.5000000	1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 1.4142136 0.7071068 0.7071068	-2.0000000	2.0000000 2.0000000 1.0000000 2.0000000 2.0000000 2.0000000 1.0000000 1.0000000 5.0000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q43DELTA Q43DELTA Q45DELTA Q50DELTA Q51DELTA RANK = OT Variable	LABOL DELTA-INFORM IND & WORK CEP DELTA-AMMADING CHANGE DELTA-AMMADING CHANGE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	0 1.000000 0.500000 0.500000 1.000000 1.000000 1.000000 0.500000 0.500000 0.500000	0 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 1.4142136 0.7071068 0.7071068 4.9497475 0.7071068	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 2.0000000 1.0000000 0 1.0000000 2.0000000 2.0000000 1.0000000 1.0000000 5.0000000 1.0000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q43DELTA Q43DELTA Q45DELTA Q50DELTA Q51DELTA RANK = OT Variable	LABOL DELTA-INFORM IND & WORK CEP DELTA-AMMADING CHANGE DELTA-AMMADING CHANGE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	0 1.000000 0.500000 0.500000 1.000000 1.000000 1.000000 0.500000 0.500000 0.500000	0 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 1.4142136 0.7071068 0.7071068 4.9497475 0.7071068	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 2.0000000 0 1.00000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q43DELTA Q43DELTA Q45DELTA Q50DELTA Q51DELTA RANK = OT Variable	LABOL DELTA-INFORM IND & WORK CEP DELTA-AMMADING CHANGE DELTA-AMMADING CHANGE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	0 1.000000 0.500000 0.500000 1.000000 1.000000 1.000000 0.500000 0.500000 0.500000	0 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 1.4142136 0.7071068 0.7071068 4.9497475 0.7071068	-2.0000000	0 2.0000000 2.0000000 1.0000000 1.0000000 2.0000000 2.0000000 1.0000000 1.0000000 1.00000000 1.00000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q43DELTA Q43DELTA Q45DELTA Q50DELTA Q51DELTA RANK = OT Variable	LABOL DELTA-INFORM IND & WORK CEP DELTA-AMMADING CHANGE DELTA-AMMADING CHANGE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	0 1.000000 0.500000 0.500000 1.000000 1.000000 1.000000 0.500000 0.500000 0.500000	0 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 1.4142136 0.7071068 0.7071068 4.9497475 0.7071068	-2.0000000	0 2.0000000 2.0000000 1.0000000 1.0000000 2.0000000 2.0000000 1.0000000 1.0000000 1.00000000 1.00000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q43DELTA Q43DELTA Q45DELTA Q50DELTA Q51DELTA RANK = OT Variable	LABOL DELTA-INFORM IND & WORK CEP DELTA-AMMADING CHANGE DELTA-AMMADING CHANGE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	0 1.000000 0.500000 0.500000 1.000000 1.000000 1.000000 0.500000 0.500000 0.500000	0 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 1.4142136 0.7071068 0.7071068 4.9497475 0.7071068	-2.0000000	0 2.0000000 2.0000000 1.0000000 1.0000000 2.0000000 2.0000000 1.0000000 1.0000000 1.00000000 1.00000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q43DELTA Q43DELTA Q45DELTA Q50DELTA Q51DELTA RANK = OT Variable	LABOL DELTA-INFORM IND & WORK CEP DELTA-AMMADING CHANGE DELTA-AMMADING CHANGE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	0 1.000000 0.500000 0.500000 1.000000 1.000000 1.000000 0.500000 0.500000 0.500000	0 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 1.4142136 0.7071068 0.7071068 4.9497475 0.7071068	-2.0000000	0 2.0000000 2.0000000 1.0000000 1.0000000 2.0000000 2.0000000 1.0000000 1.0000000 1.00000000 1.00000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q43DELTA Q43DELTA Q45DELTA Q50DELTA Q51DELTA RANK = OT Variable	LABOL DELTA-INFORM IND & WORK CEP DELTA-AMMADING CHANGE DELTA-AMMADING CHANGE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	0 1.000000 0.500000 0.500000 1.000000 1.000000 1.000000 0.500000 0.500000 0.500000	1.4142136 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 0.7071068 0.7071068 4.9497475 0.7071068	Minimum 2.000000 1.000000 1.000000 -1.000000	2.000000 2.000000 1.000000 2.000000 2.000000 2.000000 2.000000 1.000000 5.000000 1.000000 Maximum 0 2.000000 1.000000 1.000000 1.000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q43DELTA Q43DELTA Q45DELTA Q50DELTA Q51DELTA RANK = OT Variable	LABOL DELTA-INFORM IND & WORK CEP DELTA-AMMADING CHANGE DELTA-AMMADING CHANGE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	0 1.000000 0.500000 0.500000 1.000000 1.000000 1.000000 0.500000 0.500000 0.500000	1.4142136 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 0.7071068 0.7071068 4.9497475 0.7071068	Minimum 2.000000 1.000000 1.000000 -1.000000	2.000000 2.000000 1.000000 2.000000 2.000000 2.000000 2.000000 1.000000 5.000000 1.000000 Maximum 0 2.000000 1.000000 1.000000 1.000000
Variable Q35DELTA Q37DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q55DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA	LADAI DECENT-HONGE IND & WORK CEP DECENT-HONGE IND & WORK CEP DECENT AND	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	1.0000000 1.0000000 1.0000000 0.5000000 1.0000000 1.0000000 1.0000000 1.0000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000 0.50000000 0.50000000 0.500000000	1.4142136 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 0.7071068 0.7071068 4.9497475 0.7071068	Minimum 2.000000 1.000000 1.000000 -1.000000	2.000000 2.000000 1.000000 2.000000 2.000000 2.000000 2.000000 1.000000 5.000000 1.000000 Maximum 0 2.000000 1.000000 1.000000 1.000000
Variable Q35DELTA Q37DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q55DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA	LADAI DECENT-HONGE IND & WORK CEP DECENT-HONGE IND & WORK CEP DECENT AND	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	1.0000000 1.0000000 1.0000000 0.5000000 1.0000000 1.0000000 1.0000000 1.0000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000 0.50000000 0.50000000 0.500000000	1.4142136 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 0.7071068 0.7071068 4.9497475 0.7071068	Minimum 2.000000 1.000000 1.000000 -1.000000	2.000000 2.000000 1.000000 2.000000 2.000000 2.000000 2.000000 1.000000 5.000000 1.000000 Maximum 0 2.000000 1.000000 1.000000 1.000000
Variable Q35DELTA Q37DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q55DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA	LADAI DECENT-HONGE IND & WORK CEP DECENT-HONGE IND & WORK CEP DECENT AND	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	1.0000000 1.0000000 1.0000000 0.5000000 1.0000000 1.0000000 1.0000000 1.0000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000 0.50000000 0.50000000 0.500000000	1.4142136 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 0.7071068 0.7071068 4.9497475 0.7071068	Minimum 2.000000 1.000000 1.000000 -1.000000	2.000000 2.000000 1.000000 2.000000 2.000000 2.000000 2.000000 1.000000 5.000000 1.000000 Maximum 0 2.000000 1.000000 1.000000 1.000000
Variable Q35DELTA Q37DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q55DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA	LABOL DELTA-INFORM IND & WORK CEP DELTA-AMMADING CHANGE DELTA-AMMADING CHANGE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING CONFLICE DELTA-AMMADING	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	1.0000000 1.0000000 1.0000000 0.5000000 1.0000000 1.0000000 1.0000000 1.0000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000 0.5000000 0.50000000 0.50000000 0.500000000	1.4142136 1.4142136 0.7071068 0.7071068 1.4142136 1.4142136 0.7071068 0.7071068 4.9497475 0.7071068	-2.0000000	2.000000 2.000000 1.000000 2.000000 2.000000 2.000000 2.000000 1.000000 5.000000 1.000000 Maximum 0 2.000000 1.000000 1.000000 1.000000

POSITION	= CO					
Variable		N			Minimum	Haximum
C35QUES	IMPOWR IND & WORK GRP/CUR	69	8.6086957	1.4873723		10.0000000
C37QUES	BUILDING TRUST/CUR	69	8.7246377	1.3599747	4.0000000	10.0000000
		69	8.2898551	1.5444535	4.0000000	10.0000000
C39OUES	MANAGING CHANGE/CUR MANAGING CONFLICT/CUR BUILDING TRANSCOP (CUR	69	7.9710145	1.7737549	2.0000000	10,0000000
C40QUES		69	8.5217391	1.4813418	4.0000000	10.0000000
C41QUES	DEVLP POS ORGAN CLIMAT/CUR	69	8.6086957	1.4268166	5.0000000	10.0000000
C420UES	HOTIVATING PROPLE/CUR	69	8.3623188	1.4034727	5.0000000	10.0000000
C430UES	EMPLY COORD MRCHNSM/CUR	69	8.0724638	1.5560020	4.0000000	10.0000000
C440UES	DEVLP SUBORDINATES/CUR	69	8.4637681	1.5105483	4.0000000	10.0000000
C45QUBS	UNDRSTND ROLE CO & XO/CUR	69	8.9710145	1.2243968	5.0000000	10.0000000
C46QUES	PROM INNOVT & RISK BHVR/CUR	69	8.4927536	1.4614979	5.0000000	10.0000000
C50QUES	MANAGE LABOR RELATIONS/CUR	68	5.6617647	2.6350694	0	10.0000000
C510UPS	MANG MULTI-CULT DIVESTY/CUR	60	7.6521739	1.7725529		10.0000000
POSITION	- XO					
Variable	Label	N	Kean	Std Dev	Minimum	Maximum
C35QUES	IMPOWR IND & WORK GRP/CUR	41	8.3902439	1.3761913	4.0000000	
C37QUES	BUILDING TRUST/CUR	41	8.5365854	1.3434575	5.0000000	10.0000000
C38QUES	MANAGING CHANGE/CUR	41	8.1463415	1.4758214	5.0000000	10.0000000
C39QUES	MANAGING CONFLICT/CUR	41	7.9512195	1.4654559	4.0000000	10.0000000
		41	8.3170732	1.4042618	4.0000000	10.0000000
C410UES	DEVLP POS ORGAN CLIMAT/CUR	41	8.2195122	1.3695290	4.0000000	10.0000000
C42OURS	MOTIVATING PEOPLE/CUR	41	8.2195122	1.4232392	4.0000000	10,0000000
C43QUES	EMPLY COORD MECHNSM/CUR	41	7.9024390	1.6853023	4.0000000	10.0000000
	DEVLP SUBORDINATES/CUR	41	8.2926829	1.4360345	4.0000000	10.0000000
	UNDRETND ROLE CO & XO/CUR	41	8.6341463	1.6993543	3.0000000	10.0000000
C46QUES	PROM INNOVT & RISK BEVR/CUR	41	8.0487805	1.6116951	4.0000000	10.0000000
C50QUES	MANAGE LABOR RELATIONS/CUR	41	5.0243902	2.5542886	0	9.0000000
CELOURE	MANG MULTI-CULT DIVESTY/CUR	41	7.3902439	1.7157804		10.0000000
	NAME NOBILE-CODE DIVERSITY COR					
POSITION	- DH					
Variable	Labe1	N	Mean	Std Dev		Maximum
	IMPOWR IND & WORK GRP/CUR	19		1.7786913	4.0000000	
COOCUE	BUILDING TRUST/CUR	19	8.8947368	1.0485300	7.0000000	
		19	8.8947368	1.8559215	2.0000000	10.0000000
C38QUES	MANAGING CHANGE/CUR HANAGING CONFLICT/CUR	19	7.8947368	2.1054094	1.0000000	10.0000000
C39Q028	BUILDING TRAMWORK/CUR	19		1.4669856	5.0000000	
			8.5263158			
C41QUES	DEVLP POS ORGAN CLIMAT/CUR	19	8.3157895	1.8574963	2.0000000	10.0000000
	MOTIVATING PEOPLE/CUR	19	8.6842105		7.0000000	10.0000000
	EMPLY COORD MECHNSM/CUR	19	6.9473684		0	
C44QUES	DEVLP SUBORDINATES/CUR	19		1.5484382	4.0000000	10.0000000
	UNDESTND ROLE CO & XO/CUR	19			4.0000000	10.0000000
	PROM INNOVT & RISK BHVR/CUR	19	7.7894737			10.0000000
	HANAGE LABOR RELATIONS/CUR	19				
C51QUES	MANG MULTI-CULT DIVESTY/CUR	19	7.6842105	1.7654912	2.0000000	10.0000000
POSITION	■ OPS					
Variable	Label	N		Std Dev		Maximum
	IMPOWR IND & WORK GRP/CUR					
C37OURS	BUILDING TRUST/CUR	11	8.6363636	1.4333686	7.0000000	10.0000000
		11	8.5454545		6.0000000	10.0000000
C39OURS	MANAGING CHANGE/CUR MANAGING COMPLICT/CUR BUILDING TRANSCOPE/CUR	11	8.3636364		7.0000000	10.0000000
CAGOURS	BUILDING TEAMWORK/CUR	11	8.6363636	1.5015144	6.0000000	
	DEVLP POS ORGAN CLIMAT/CUR	11	9.2727273		7.0000000	
C42OURG	MOTIVATING PROPLE/CUR	11	9.0000000	1.1832160	7.0000000	10.0000000
	EMPLY COORD MECHNSM/CUR	11	8.1818182		6.0000000	10.0000000
C44QUES	DEVLP SUBORDINATES/CUR	11	9.0000000	1.1832160	7.0000000	10.0000000
C45OURS	UNDESTED ROLE CO & XO/CUR	11	7.6363636	2.6560394	3.0000000	10.0000000
C46OUES	PROM INNOVT & RISK BHVR/CUR	11	8.7272727	1.4893562	5.0000000	10.0000000
C50QUES	MANAGE LABOR RELATIONS/CUR	11	5.7272727	3.0361459	5.0000000	10.0000000
C51QUES	MANG MULTI-CULT DIVESTY/CUR	11	7.0000000	2.2360680	3.0000000	10.0000000

POSITION	- DIR					
Variable					Minimum	
CASOURG	IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CONFLICT/CUR HANAGING CONFLICT/CUR BUILDING TEAMNORE/CUR	64	8.3281250	1.4698525	5.0000000	10 0000000
C37OURS	BUILDING TRUST/CUR	64	8.6718750	1.2731000	5.0000000	10.0000000
C38OUES	MANAGING CHANGE/CUR	64	8.4843750	1.4474081	4.0000000	10.0000000
C39QUES	HANAGING CONFLICT/CUR	64	8.3593750	1.5051993	4.0000000	10.0000000
C40QUES	BUILDING TEAMWORK/CUR	63	8.6190476	1.4190930	5.0000000	10.0000000
						10.0000000
C42QUES	MOTIVATING PROPLE/CUR EMPLY COORD MECHNSM/CUR DEVLP SUBORDINATES/CUR UNDRSTND ROLE CO & XO/CUR	64	8.5000000			10.0000000
C43QUES	EMPLY COORD MECHNSM/CUR	64	8.2656250			
C44QUES	DEVLP SUBORDINATES/CUR	64	8.6718750		4.0000000	10.0000000
C45QUBS	UNDESTND ROLE CO & XO/CUR	64	8.0781250			
C4eQues	PROM INNOVT & RISK BHVR/CUR MANAGE LABOR RELATIONS/CUR	6.3	8.3174603	1.5536159	4.0000000	
C51QUES C51QUES		0.6	0.0156250	2.6336780	2.0000000	10.0000000
	HANG MULTI-CULT DIVESTI7CUR					
POSITION	- OTHER					
Variable		N	Mean			
C350099	IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR NANAGING CURANGE/CUR NANAGING COMPLICT/CUR BUILDING TRAMMORE/CUR DEVLP POS ORGAN CLIMAT/CUR MOTIVATING PROPLE/CUR	64	8.2500000	1.6232439	3.0000000	10.0000000
C37OURS	BUILDING TRUST/CUR	63	8.6666667	1.3678332	5.0000000	10.0000000
CAROURS	MANAGING CHANGE/CUR	64	8.0625000	1.5314170	4.0000000	10.0000000
C39OURS	MANAGING CONFLICT/CUR	64	7.8750000	1.4746536	4.0000000	10.0000000
C40OURS	BUILDING TEAMWORK/CUR	64	8.4687500	1.4796906	5.0000000	10.0000000
C41QUES	DEVLP POS ORGAN CLIMAT/CUR	64	8.3906250	1.4651203	4.0000000	10.0000000
C42OUBS	MOTIVATING PEOPLE/CUR	64	8.1718750	1.4859628	4.0000000	10.0000000
C43QUES			7.5781250	2.0377757	0	10.0000000
C44QUES	DEVLP SUBORDINATES/CUR	64	8.3593750	1.5772911	4.0000000	10.0000000
C45QUES	UNDRSTND ROLE CO & XO/CUR	64	8.0625000	2.0069324	1.0000000	10.0000000
C46QUES	PROM INNOVT & RISK BHVR/CUR	64	7.8281250	2.0201736	2.0000000	10.0000000
C50QUES	HANAGE LABOR RELATIONS/CUR	64	4.4843750 7.2812500	2.5447873	0	10.0000000
	MANG MULTI-CULT DIVESTY/CUR					10.0000000
POSITION						
Variable	Label	N			Minimum	
********			Mean	Std Dev		Haximum.
R35QUES			9.1884058	1.1791742	4.0000000	10.0000000
R35QUES R37QUES			9.1884058 9.4202899	1.1791742	4.0000000	10.0000000
R35QUES R37QUES R38QUES			9.1884058 9.4202899 9.3478261	1.1791742 1.0765659 1.1091344	4.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000
R35QUES R37QUES R38QUES R39QUES			9.1884058 9.4202899 9.3478261 9.1304348	1.1791742 1.0765659 1.1091344 1.0969616	4.0000000 4.0000000 4.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000
R37QUES R38QUES R39QUES R40QUES	IMPOWR IND 4 WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MANAGING CONFLICT/REQ BUILDING TEAMNORE/REQ	69 69 69 69	9.1884058 9.4202899 9.3478261 9.1304348 9.3913043	1.1791742 1.0765659 1.1091344 1.0969616 1.0031918	4.0000000 4.0000000 4.0000000 6.0000000	10.000000 10.000000 10.000000 10.000000 10.000000
R37QUES R38QUES R39QUES R40QUES	IMPOWR IND 4 WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MANAGING CONFLICT/REQ BUILDING TEAMNORE/REQ	69 69 69 69	9.1884058 9.4202899 9.3478261 9.1304348 9.3913043	1.1791742 1.0765659 1.1091344 1.0969616 1.0031918	4.0000000 4.0000000 4.0000000 6.0000000	10.000000 10.000000 10.000000 10.000000 10.000000
R37QUES R38QUES R39QUES R40QUES	IMPOWR IND 4 WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MANAGING CONFLICT/REQ BUILDING TEAMNORE/REQ	69 69 69 69	9.1884058 9.4202899 9.3478261 9.1304348 9.3913043	1.1791742 1.0765659 1.1091344 1.0969616 1.0031918	4.0000000 4.0000000 4.0000000 6.0000000	10.000000 10.000000 10.000000 10.000000 10.000000
R37QUES R38QUES R39QUES R40QUES	IMPOWR IND 4 WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MANAGING CONFLICT/REQ BUILDING TEAMNORE/REQ	69 69 69 69	9.1884058 9.4202899 9.3478261 9.1304348 9.3913043	1.1791742 1.0765659 1.1091344 1.0969616 1.0031918	4.0000000 4.0000000 4.0000000 6.0000000	10.000000 10.000000 10.000000 10.000000 10.000000
R37QUES R38QUES R39QUES R40QUES	IMPOWR IND 4 WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MANAGING CONFLICT/REQ BUILDING TEAMNORE/REQ	69 69 69 69	9.1884058 9.4202899 9.3478261 9.1304348 9.3913043	1.1791742 1.0765659 1.1091344 1.0969616 1.0031918	4.0000000 4.0000000 4.0000000 6.0000000	10.000000 10.000000 10.000000 10.000000 10.000000
R37QUES R38QUES R39QUES R40QUES	IMPOWR IND 4 WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MANAGING CONFLICT/REQ BUILDING TEAMNORE/REQ	69 69 69 69	9.1884058 9.4202899 9.3478261 9.1304348 9.3913043	1.1791742 1.0765659 1.1091344 1.0969616 1.0031918	4.0000000 4.0000000 4.0000000 6.0000000	10.000000 10.000000 10.000000 10.000000 10.000000
R37QUES R38QUES R39QUES R40QUES	IMPOWR IND 4 WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MANAGING CONFLICT/REQ BUILDING TEAMNORE/REQ	69 69 69 69	9.1884058 9.4202899 9.3478261 9.1304348 9.3913043	1.1791742 1.0765659 1.1091344 1.0969616 1.0031918	4.0000000 4.0000000 4.0000000 6.0000000	10.000000 10.000000 10.000000 10.000000 10.000000
R37QUES R38QUES R39QUES R40QUES	IMPOWR IND 4 WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MANAGING CONFLICT/REQ BUILDING TEAMNORE/REQ	69 69 69 69	9.1884058 9.4202899 9.3478261 9.1304348 9.3913043	1.1791742 1.0765659 1.1091344 1.0969616 1.0031918	4.0000000 4.0000000 4.0000000 6.0000000	10.000000 10.000000 10.000000 10.000000 10.000000
R37QUES R38QUES R39QUES R40QUES R41QUES R41QUES R44QUES R45QUES R46QUES R50QUES		69 69 69 69 69 69 69 69 69 69	9.1884058 9.4202899 9.3478261 9.1304348 9.3913043 9.5652174 9.4492754 8.8550725 9.2608696 9.3623188 9.0289855 7.3676471 8.4202899	1.1791742 1.0765659 1.1091344 1.0969616 1.0031918 0.8309856 0.9320476 1.1411470 1.1330876 1.4242750 1.2001350 2.4731659	4.0000000 4.0000000 4.0000000 6.0000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
R37QUES R38QUES R39QUES R40QUES R41QUES R41QUES R44QUES R45QUES R46QUES R50QUES	IMPORT IND & WORK GRF/ERG BUILDING STEDS/SHED MANAGING CHANGE/FRG MANGING CHANGE/FRG BUILDING STEDS/SHED STATES OF S	69 69 69 69 69 69 69 69 69 69	9.1884058 9.4202899 9.3478261 9.1304348 9.3913043 9.5652174 9.4492754 8.8550725 9.2608696 9.3623188 9.0289855 7.3676471 8.4202899	1.1791742 1.0765659 1.1091344 1.0969616 1.0031918 0.8309856 0.9320476 1.1411470 1.1330876 1.4242750 1.2001350 2.4731659	4.000000 4.000000 4.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 0.000000 0.000000 0.000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
R37QUES R38QUES R39QUES R40QUES R41QUES R41QUES R41QUES R44QUES R45QUES R45QUES R50QUES R50QUES POSITION Variable	INFOWN IND & WORK GREY/REG STILLINGS THEORY AND MANAGED CRAMME/REG DEVER POS ORGAN CLIMAT/REG DEVER POS ORGAN CLIMAT/REG DEVER POS ORGAN CLIMAT/REG DEVER DESCRIPTION AND DEVER DESCRIPTION AND DEVER DESCRIPTION AND DEVER DESCRIPTION AND MANAGE LANGE RELATIONS/REG MANAGE LANGE RELATIONS/REG MANAGE LANGE RELATIONS/REG MANAGE LANGE RELATIONS/REG LANGE MELATIONS/REG LANGE RELATIONS/REG LANGE RELATIONS/REG LA	69 69 69 69 69 69 69 69 69 69 69	9.1884058 9.4202899 9.3479261 9.1304348 9.5652174 9.4642754 8.8550725 9.2608696 9.3623188 9.0289855 7.3676471 8.4202899	1.1791742 1.0765659 1.1091344 1.0969616 1.0031918 0.8309856 0.9320476 1.1411470 1.4212750 1.2001350 2.4731659 1.5756026	4.000000 4.000000 4.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 0.000000 0.000000 0.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
R37QUES R38QUES R39QUES R40QUES R41QUES R41QUES R41QUES R44QUES R45QUES R45QUES R50QUES R50QUES POSITION Variable	INFOWN IND & WORK GREY/REG STILLINGS THEORY AND MANAGED CRAMME/REG DEVER POS ORGAN CLIMAT/REG DEVER POS ORGAN CLIMAT/REG DEVER POS ORGAN CLIMAT/REG DEVER DESCRIPTION AND DEVER DESCRIPTION AND DEVER DESCRIPTION AND DEVER DESCRIPTION AND MANAGE LANGE RELATIONS/REG MANAGE LANGE RELATIONS/REG MANAGE LANGE RELATIONS/REG MANAGE LANGE RELATIONS/REG LANGE MELATIONS/REG LANGE RELATIONS/REG LANGE RELATIONS/REG LA	69 69 69 69 69 69 69 69 69 69 69	9.1884058 9.4202899 9.3479261 9.1304348 9.5652174 9.4642754 8.8550725 9.2608696 9.3623188 9.0289855 7.3676471 8.4202899	1.1791742 1.0765659 1.1091344 1.0969616 1.0031918 0.8309856 0.9320476 1.1411470 1.4212750 1.2001350 2.4731659 1.5756026	4.0000000 4.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
R37QUES R38QUES R38QUES R39QUES R41QUES R41QUES R41QUES R44QUES R45QUES R45QUES R45QUES R50QUES R50QUES R50QUES R50QUES R50QUES R50QUES R50QUES R50QUES	INFOWN IND & WORK CHEP/RED SHILDINGS THEORY AND SHILDINGS THEORY AND SHILDINGS THEORY AND MANAGING CONFICIT/RED MANAGING CONFICIT/RED MANAGING CONFICIT/RED MANAGING CONFIGURATION MOTIVATING PROPER/RED MOTIVATING PROPER/RED MOTIVATING PROPER/RED MANAGING CONFIGURATION RED MANAGING TO A WORK CONFIGURATION FOR THE PROPER/RED Label Label	69 69 69 69 69 69 69 69 69 69 69	9.1884058 9.4202899 9.3478261 9.391304348 9.5652174 8.6550725 9.2608596 9.0289855 7.3676471 8.4202899	1.1791742 1.0765659 1.091344 1.0969515 0.8309856 0.83020476 1.1411470 1.242750 1.2001350 2.4731659 1.5756026	4.000000 4.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 0.000000 0.000000 0.000000 0.000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
R37QUES R38QUES R39QUES R49QUES R41QUES R41QUES R41QUES R45QUES R45QUES R50QUES R50QUES R50QUES R50QUES R50QUES R50QUES	INFOWN IND & WORK GREYARD SHILLINGS THE SAME SHILLI	69 69 69 69 69 69 69 69 69 68 69 69 68 41 41	9.1884058 9.4202899 9.3478261 9.13764348 9.5652174 9.4692754 8.8550725 9.2608596 9.3623188 9.0289855 1.289855 1.289895 Mean. 9.0975610 9.2682927	1.1791742 1.0755659 1.093344 1.0858618 0.830885 0.830885 1.1411470 1.1330876 1.244750 1.2001359 1.5776026	4.000000 4.000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 Minimum 6.0000006 6.0000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
R37QUES R38QUES R39QUES R41QUES R41QUES R41QUES R41QUES R45QUES R45QUES R50QUES R50QUES R50QUES R50QUES R50QUES R50QUES R37QUES R37QUES R38QUES	INCOME IND & WORK CHEP/RED ANALOTING CHARACTERY MANADISS CONSTRUCTION MANADISS CONSTRUCTION MANADISS CONSTRUCTION MOTIVATION PROPERTIES MOTIVATION PROPERTIES MOTIVATION MOTIVATIO	69 69 69 69 69 69 69 69 69 69 69 69 69 6	9.1884058 9.4202899 9.3478261 9.1304348 9.5652174 9.4653775 9.260859 9.0289855 7.3676471 8.4202899 Meall	1.1791742 1.0765659 1.1091344 1.0959516 0.8308856 1.1310876 1.1310876 1.242750 1.2001350 2.4731659 1.5756026 Std Dev 1.090830 0.9753048 0.9893298	4.000000 4.000000 4.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
R37QUES R38QUES R39QUES R39QUES R40QUES R41QUES R41QUES R44QUES R45QUES R50QUES R50QUES R50QUES R50QUES R37QUES R37QUES R38QUES R39QUES	INCOME IND & WORK CHEP/RED ANALOTING CHARACTERY MANADISS CONSTRUCTION MANADISS CONSTRUCTION MANADISS CONSTRUCTION MOTIVATION PROPERTIES MOTIVATION PROPERTIES MOTIVATION MOTIVATIO	69 69 69 69 69 69 69 69 69 69 69 69 69 6	9.1884058 9.4202899 9.3478261 9.13704348 9.6552174 9.6552174 9.6552175 9.2608596 9.3623188 9.0289855 7.3676471 8.4202899 Mean	1.1791742 1.0765659 1.094344 1.0853614 1.0853616 0.8309856 0.9320476 1.1411470 1.1330876 1.242750 1.2021350 2.4731659 1.5756026	4.000000 4.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.0000000 Minimum 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
R37QUES R38QUES R39QUES R39QUES R40QUES R40QUES R41QUES R40QUES R45QUES R45QUES R50QUES R50QUES R51QUES R51QUES R51QUES R31QUES R37QUES R37QUES R39QUES R40QUES R41QUES	INCOME IND & WORK CHEP/RED ANALOTING CHARACTERY MANADISS CONSTRUCTION MANADISS CONSTRUCTION MANADISS CONSTRUCTION MOTIVATION PROPERTIES MOTIVATION PROPERTIES MOTIVATION MOTIVATIO	69 69 69 69 69 69 69 69 69 69 69 69 69 6	9.1884058 9.4202899 9.3478261 9.3978261 9.3913043 9.5652174 9.4692754 9.8550725 9.2608596 9.362387 9.3676471 8.4202899 Mean 9.0975610 9.2682927 9.1202227 9.1202227 9.1202227 9.1202227 9.1202227 9.1202227 9.1202227 9.1202227	1.1791742 1.0755659 1.0931344 1.0931348 1.0931918 0.8309856 0.9320476 1.1211470 1.1330876 1.242750 2.4731659 1.5756026 Std Dev 1.0909830 0.9639258 0.9849258 0.9849258	4.000000 4.000000 4.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.000000 11.000000 12.000000 10.000000 11.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
R37QUES R38QUES R38QUES R39QUES R40QUES R41QUES R41QUES R41QUES R45QUES R45QUES R50QUES R50QUES R50QUES R50QUES R50QUES R50QUES R50QUES R37QUES R37QUES R37QUES R37QUES R37QUES R37QUES R37QUES R37QUES R37QUES R41QUES R41QUES	INCOME IND & WORK CHEF/RED REAL PROPERTY AND THE PROPERT	69 69 69 69 69 69 69 69 69 69 69 69 41 41 41 41 41 41	9.1884058 9.4202899 9.1004168 9.3913004 9.5652174 9.4622754 9.5652174 9.6622168 9.0289855 7.3676471 8.4202899 9.2289297 9.262927	1.1791742 1.0765659 1.0765659 1.0765616 1.08098516 0.8309856 0.8309856 0.83020476 1.4414750 1.4242750 1.2001350 2.4731659 1.5756026 Std Dev	4.000000 4.000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
RATQUEE RAQUEE R	INCOME IND & WORK CHEP/RED ANAMATINE CHEMICATE RED ANAMATINE CHEMICAT RED ANAMATINE CHEMICAT RED MANAMATINE CHEMICAT RED BUTLE POOR SHORE CHEMICATE BUTLE POOR MANAMATINE BUTLE COORD MOCHIMINE RED BUTLE BUTLE RED ANAMATINE CHEMICATE RED BUTLE POOR RED LAD-01 LAD-01 LAD-01 LAD-01 LAD-01 LAD-01 LAD-01 LAD-01 BUTLE POOR SHORE CHEMICATED BUTLE POOR SHORE BUTLE POOR SHORE CHEMICATED BUTLE POOR SHORE BUTLE POOR SHORE BUTLE POOR SHORE CHEMICATED BUTLE POOR SHORE BUTL	69 69 69 69 69 69 69 69 69 69 68 69 41 41 41 41 41 41 41	9.1884058 9.4202899 9.4202899 9.1304348 9.95622174 9.6652174 9.65520728 9.6622174 9.6550725 9.1623188 9.0288955 9.0288955 7.028895 Mean 9.09756107 9.29756107	1.1791742 1.0755659 1.0931344 1.0931344 1.0931348 1.0931918 0.8309856 0.9320476 1.1211470 1.1330876 1.242735 1.242735 1.2755625 5td Dev 1.9509830 0.9693258 0.9802936 0.9802936 0.9802936 0.9802936 0.9802936 0.9802936	4.0000000 4.0000000 6.0000000 6.00000000 6.00000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
R37QUER R36QUES R4QUES R4QUES R41QUES R41QUES R43QUES R43QUES R43QUES R5QUES R5QUES R5QUES R5QUES R5QUES R5QUES R3QUES R3QUES R3QUES R4	INFOWN IND & WORK GRE/MED STILLINGS THROUGH AND THE STILLINGS THROUGH AND THE STILLINGS THROUGH CONTROL CONTRO	69 69 69 69 69 69 69 69 69 68 69 69 69 41 41 41 41 41 41 41 41 41 41	9.1884058 9.4202899 9.4202899 9.3194248 9.3913043 9.5652174 9.4623754 9.623188 9.5052174 9.4623754 9.1623188 8.8550725 9.0289855 7.3676471 8.4202899 8.4202899 9.0289297 9.2682927 9.2682927 9.2682927 9.2682927 9.2682927 9.2682927 9.2682927 9.2682927 9.2682927 9.2756098 8.9756098	1.1791742 1.0705659 4 1.0091416 1.0091416 1.0031918 0.8309856 0.8309856 1.1411470 1.242750 1.2021350 2.4731659 5.5756026 Std Dev 1.009983 0.8902936 0.8902936 0.8674324 0.8460403 0.98674324 0.98674324 0.98674324 0.98674324	4.0000000 4.0000000 6.0000000 6.00000000 6.00000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
R37QUES R39QUES R4QQUES R4QQUES R41QUES R41QUES R41QUES R41QUES R41QUES R41QUES R41QUES R37QUES R37QUES R37QUES R37QUES R37QUES R37QUES R41QUES R41QUES R37QUES R41QUE	INCOME IND & WORK CHEF/RED HAMADIST CONTROL RES MANADIST CONTROL RES MOTIVATION FROD LA FREE MOTIVATION FROD LA FREE MOTIVATION FROD LA FREE MOTIVATION FROD LA FREE MOTIVATION FROM CLIMATION FROD MOTIVATION FROM CLIMATION FROD MOTIVATION FROM MOTIVATION FROM MOTIVATION FROM MOTIVATION FROM MOTIVATION FROM MOTIVATION FROM MANADIST LANGE FROM MANADIST LOCAL RES MANADIST LOCAL RES MANADIST LOCAL RES MANADIST LOCAL RES MANADIST LOCAL CLIMATION MOTIVATION FROM MANADIST LOCAL RES MOTIVATION FROM MANADIST LOCAL RES MOTIVATION FROM MOTIVATION FROM MANADIST LOCAL RES MOTIVATION FROM MOTIVATION F	69 69 69 69 69 69 69 69 69 68 69 69 41 41 41 41 41 41 41 41 41 41 41	9.1884058 9.4202899 9.4202899 9.1304368 9.3913043 9.5652174 9.46427754 9.46427754 9.46427754 9.4642754 9.4622189 9.0289855 7.3676471 9.0289855 7.3676471 9.2682927 9.26829 9.2682927 9.268	1.1791742 1.0765659 1.0969616 1.0969616 1.0931918 0.8309856 0.8309856 0.83020476 1.1330876 1.2021350 2.4731659 Std Dev Std Dev 1.0909830 0.9753048 0.8493268 0.849326 0.8674324 0.8674321 0.8666153 1.0816929 0.9666153 1.0816929 0.9666153 1.0816929 0.9666153 1.0816929 0.9666153 1.0816929 0.9674326	4.000000 4.000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.0000000 110.0000000 110.0000000 110.0000000 110.0000000 110.0000000 110.0000000
R37QUES R39QUES R39QUES R41QUES R41QUES R41QUES R41QUES R44QUES R44QUES R51QUES R51QUES R39QUES R39QUES R39QUES R39QUES R44QUE	INCOME IND & WORK CHEP/RED ANALOGISM CHARMACHER AMANDISM CHARMACHER AMANDISM CHARMACHER AMANDISM CHARMACHER AMANDISM CHARMACHER AMANDISM CHARMACHER MELLY COURT MORTHINE MELLY COURT MORTHINE MELLY COURT MORTHINE MELLY COURT MORTHINE PROFE INSOMP & RICH MORTHINE PROFE INSOMP & RICH MORTHINE LABOL LABOL LABOL LABOL HOUSE THE MORTHINE MORTHINE THE COURT AND MORTHINE	69 69 69 69 69 69 69 69 69 68 69 69 69 41 41 41 41 41 41 41 41 41 41 41	9.18840589 9.4202899 9.4202899 9.1304348 9.3913043 9.5652174 9.5652174 9.65530735 9.2608696 9.3623188 9.0208899 **MeAn	1.1791742 1.0765134 1.0765134 1.0765136 1.0859616 1.0830856 0.1411470 1.1330876 1.42447750 1.2001350 1.2001350 1.2001350 1.5756026 Std Dev Std Dev 5.0809315 0.8693258 0.8693258 0.8693258 0.8693258 0.8693258 0.8693258	4.0000000 4.0000000 6.0000000 6.00000000 6.00000000	10.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.0000000 110.0000000 110.0000000 110.0000000 110.0000000 110.0000000
R37QUES R39QUES R4QQUES R4QQUES R41QUES R41QUES R41QUES R41QUES R41QUES R41QUES R41QUES R37QUES R37QUES R37QUES R37QUES R37QUES R37QUES R41QUES R41QUES R37QUES R41QUE	INCOME IND & WORK CHEF/RED HAMADIST CONTROL RES MANADIST CONTROL RES MOTIVATION FROD LA FREE MOTIVATION FROD LA FREE MOTIVATION FROD LA FREE MOTIVATION FROD LA FREE MOTIVATION FROM CLIMATION FROD MOTIVATION FROM CLIMATION FROD MOTIVATION FROM MOTIVATION FROM MOTIVATION FROM MOTIVATION FROM MOTIVATION FROM MOTIVATION FROM MANADIST LANGE FROM MANADIST LOCAL RES MANADIST LOCAL RES MANADIST LOCAL RES MANADIST LOCAL RES MANADIST LOCAL CLIMATION MOTIVATION FROM MANADIST LOCAL RES MOTIVATION FROM MANADIST LOCAL RES MOTIVATION FROM MOTIVATION FROM MANADIST LOCAL RES MOTIVATION FROM MOTIVATION F	69 69 69 69 69 69 69 69 69 68 69 69 41 41 41 41 41 41 41 41 41 41 41	9.1884058 9.4202899 9.4202899 9.1304368 9.3913043 9.5652174 9.46427754 9.46427754 9.46427754 9.4642754 9.4622189 9.0289855 7.3676471 9.0289855 7.3676471 9.2682927 9.26829 9.2682927 9.268	1.1791742 1.0765134 1.0765134 1.0765136 1.08596116 1.0830856 0.1411470 1.1330876 1.42447750 1.2001350 1.2001350 1.2001350 1.5756026 Std Dev Std Dev 5.0809315 0.8693258 0.8693258 0.8693258 0.8693258 0.8693258 0.8693258	4.0000000 4.0000000 4.0000000 6.00000000 6.00000000 6.00000000	10.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.000000 110.0000000 110.0000000 110.0000000 110.0000000 110.0000000 110.0000000 110.0000000

POSITION	= DH					- 1
Variable	Label	N	Mean	Std Dev		Haximum
R35OUES	IMPOWR IND & WORK GRP/RED	19	8.5263158	2.0376572	2.0000000	10.0000000
R37QUES	IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ	19	9.2631579	0.8056816	8.0000000	10.0000000
		19	9.1578947	0.7647191	8.0000000	10.0000000
R39QUES	MANAGING CONFLICT/REQ	19	9.3157895	0.8200699	8.0000000	10.0000000
R40QUES	BUILDING TEAMWORK/REQ	19	9.3684211	0.7608859	8.0000000	10.0000000
R41QUES	DEVLP POS ORGAN CLIMAT/REQ	19	9.3684211	0.6839856	8.0000000	10.0000000
R42QUES R43QUES	MOTIVATING PROPLE/REQ EMPLY COORD MECHNSM/REO	19	9.1578947 8.0526316	0.8342101	8.0000000	10.0000000
R44QUES	DEVLP SUBORDINATES/REQ	19	8.6842105	2.2229531 1.9163806	2.0000000	10.0000000
R45QUES	UNDESTND ROLE CO & MO/REQ	19	9.1052632	1.4100724	6.0000000	10.0000000
	PROM INNOVT & RISK BHVR/REQ		8.4210526	2.0087528	2.0000000	10.0000000
RECOURS	MANAGE LABOR DELATIONS/DEG	19	6 9473684	2.9339712	0	10.0000000
R51QUES	MANG MULTI-CULT DIVESTY/REQ	19	8.3157895	2.9339712	5.0000000	10.0000000
POSTTTON	= OPS					
Variable	Label	N	Mean	Std Dev		
						10.0000000
R37QUES	IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ	11	9.4545455	0.9341987	7,0000000	10.0000000
R38QUES	MANAGING CHANGE/REQ	11	9.3636364	1.2862914	6.0000000	10.0000000
R39QUES	MANAGING CONFLICT/REQ	11	9.5454545	0.9341987	7.0000000	10.0000000
R40QUES	MANAGING CONFLICT/REQ BUILDING TEAMWORK/REQ	11	9.3636364	1.2862914	6.0000000	10.0000000
		11	9.4545455	0.9341987	8.0000000	10.0000000
R42QUES	MOTIVATING PEOPLE/REQ EMPLY COORD MECHNSM/REQ DEVLP SUBORDINATES/REQ UNDRSTND ROLE CO & XO/REQ	11	9.4545455	0.8201995	8.0000000 6.0000000	10.0000000
R43QUES	DRUTE CURCELLARGE (BRO	11	9.0000000	1.3416408	6.0000000	10.0000000
RASOURG	HINDSGAND BOLD CO & YOURSO	11	8.5454545			10.0000000
		11	8.6363636	2.1616492 1.9116865	4.0000000	10.0000000
R50QUES	MANAGE LABOR RELATIONS/REO	11	7 7272727	2.8667371	0	10.0000000
R51QUES	MANG MULTI-CULT DIVESTY/REQ	11	8.0000000	1.9493589	4.0000000	10.0000000
POSITION Variable		N	Mean	Std Dev	Minimum	Maximum
Variable	Label					
Variable R35QUES	Label IMPOWR IND & WORK GRP/REQ	64	8.9843750	1.1476987	6.0000000	10.0000000
Variable R35QUES R37QUES	Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REO	64 64	8.9843750 9.2812500	1.1476987	6.0000000	10.0000000
Variable R35QUES R37QUES R38QUES	Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REO	64 64 64	8.9843750 9.2812500 9.3593750	1.1476987 1.0759824 1.0292112	6.0000000 6.0000000 6.0000000	10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R39QUES	Label HPPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHRANCE/REQ MANAGING COMPLICT/REQ	64 64 64	8.9843750 9.2812500 9.3593750 9.3906250	1.1476987 1.0759824 1.0292112 1.0483121	6.000000 6.000000 6.000000 6.000000	10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R39QUES R40QUES	Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MANAGING CONFLICT/REQ BUILDING TRAMMORF/REQ	64 64 64 64	8.9843750 9.2812500 9.3593750 9.3906250 9.4843750	1.1476987 1.0759824 1.0292112 1.0483121 0.8727295	6.000000 6.000000 6.000000 6.000000 7.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R40QUES R40QUES R41QUES	Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MANAGING COMPLICT/REQ BUILDING TEMMOGR/REQ BUILDING TEMMOGR/REQ DEVLP POS ORGAN CLIMAT/REQ	64 64 64 64 64	8.9843750 9.2812500 9.3593750 9.3593750 9.3906250 9.4843750 9.4843750	1.1476987 1.0759824 1.0292112 1.0483121 0.8727295 0.9083770	6.0000000 6.0000000 6.0000000 7.0000000 7.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R39QUES R40QUES R41QUES R42QUES	Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MANAGING CONFLICT/REQ BUILDING TRAMMORF/REQ	64 64 64 64	8.9843750 9.2812500 9.3593750 9.3906250 9.4843750	1.1476987 1.0759824 1.0292112 1.0483121 0.8727295	6.000000 6.000000 6.000000 6.000000 7.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R39QUES R39QUES R40QUES R41QUES R41QUES R42QUES R44QUES	Label LID - WORK GRP/REQ DUPUNE THE - WORK GRP/REQ MULLION OF REST/REQ MANAGING CHANCE/REQ BUILDING TEAMWORK/REQ BUILDING TEAMWORK/REQ BUILDING TEAMWORK/REQ BUILDING TEAMWORK/REQ BUILDING TEAMWORK/REQ BUILDING TEAMWORK/REQ DEVLP SUSGRINATIS/REQ DEVLP SUSGRINATIS/REQ	64 64 64 64 64 64 64 64	8.9843750 9.2812500 9.3593750 9.3906250 9.4843750 9.4862500 9.0468750 9.3281250	1.1476987 1.0759824 1.0292112 1.0483121 0.8727295 0.9083770 0.8677420	6.0000000 6.0000000 6.0000000 7.0000000 7.0000000 7.0000000 5.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R49QUES R41QUES R42QUES R43QUES R44QUES R45QUES	Label IMPOWR IND 6 WORK GRP/REQ BUILDING TRUST/REQ BUILDING TRUST/REQ MANAGING COMPILET/REQ MANAGING COMPILET/REQ MOTIVATING PROPLE/REQ EMPLY COORD MECHNSW/REQ DEVLP SUBCORDINATES/REQ UNDRITHE BUILE OF 10/REQ WORDTHAN BUILE OF 10/REQ	64 64 64 64 64 64 64 64 64	8.9843750 9.2812500 9.3593750 9.3906250 9.4843750 9.4843750 9.4062500 9.0468750 9.3281250 9.1250000	1.1476987 1.0759824 1.0292112 1.0483121 0.8727295 0.9083770 0.8677420 1.2009214 1.0243804 1.5378815	6.000000 6.000000 6.000000 7.000000 7.000000 7.000000 5.000000 6.000000 2.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R39QUES R40QUES R40QUES R42QUES R42QUES R45QUES R45QUES R45QUES	Label IMPOUR IND & WORK GRP/REQ BUILDING TRUST/REQ BUILDING TRU	64 64 64 64 64 64 64 64 64 64 64	8.9843750 9.2812500 9.3593750 9.3906250 9.4843750 9.4843750 9.0468750 9.3281250 9.1250000 8.9523810	1.1476987 1.0759824 1.0292112 1.0483121 0.8727295 0.9083770 0.8677420 1.2009214 1.0243804 1.5378815	6.000000 6.000000 6.000000 7.000000 7.000000 7.000000 5.000000 6.000000 2.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R39QUES R49QUES R40QUES R41QUES R42QUES R42QUES R44QUES R45QUES R45QUES R45QUES	Label LABOR IND 6 WORK GBP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MANAGING CHANGE/REQ BUILDING TEAMORE/REQ BUILDING TO THE TO	64 64 64 64 64 64 64 64 64 64 64	8.9843750 9.2812500 9.3593750 9.3996250 9.4843750 9.4843750 9.4062500 9.0468750 9.3281250 9.1250000 8.9523810 7.5625000	1.1476987 1.0759824 1.0292112 1.0483121 0.8727295 0.9083770 0.8677420 1.2009214 1.0243804 1.5378815 1.3250511 2.4160508	6.000000 6.000000 6.000000 7.000000 7.000000 7.000000 5.000000 6.000000 6.000000 5.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R39QUES R39QUES R39QUES R40QUES R40QUES R44QUES R44QUES R44QUES R46QUES R50QUES R50QUES	Label MPOWR IND & WORK GRP/REQ BUILDING TEMPORY/REQ MANAGINE CHANGE/REG MANAGINE CHANGE/REG DEVLE POS ORGAN CLIMACY/REG MOUTVARTING PROPEL/REG DEVLE POS ORGAN CLIMACY/REG DEVLE SUDORDINATES/REG DEVLE SUDORDINATES/REG PROM INNOVT & RISE REVE/REG MANAG MULTI-CUUT DIVENSTY/REG	64 64 64 64 64 64 64 64 64 64	8.9843750 9.2812500 9.3593750 9.3996250 9.4843750 9.4843750 9.0468750 9.3281250 9.1250000 8.9523810 7.5625000 8.0468750	1.1476987 1.0759824 1.0292112 0.8727295 0.9083770 0.8677420 1.2009214 1.0243804 1.5378815 1.3250511 2.416056672	6.000000 6.000000 6.000000 7.000000 7.000000 7.000000 5.000000 5.000000 2.000000 5.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R39QUES R39QUES R39QUES R40QUES R40QUES R44QUES R44QUES R44QUES R46QUES R50QUES R50QUES	Label LHPOWE IND & WORK GREFARD RILLING TRUSTFARD MANAGEME CREATEFARD MANAGEME CREATEFARD MANAGEME CREATEFARD MAYAGEME CREATEFARD MAYAGEME CREATEFARD MAYAGEME CREATEFARD MAYAGEME CARD MERCHANIAN MAYAGEME LABOR MAYAGEMENTAND PROM INNOVE A RISK SHYLFRO MANAGE LABOR MELTATOMS/RAY MANAGE MANAGE MANAGEMENTANDAM MANAGEM	64 64 64 64 64 64 64 64 64 64	8.9843750 9.2812500 9.3593750 9.3996250 9.4843750 9.4843750 9.0468750 9.3281250 9.1250000 8.9523810 7.5625000 8.0468750	1.1476987 1.0759824 1.0292112 0.8727295 0.9083770 0.8677420 1.2009214 1.0243804 1.5378815 1.3250511 2.416056672	6.000000 6.000000 6.000000 7.000000 7.000000 7.000000 5.000000 5.000000 2.000000 5.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R39QUES R39QUES R49QUES R49QUES R44QUES R44QUES R44QUES R45QUES R45QUES R55QUES R50QUES	Label IMPORE IND 6 WORK ORP/REQ SOLICIOS OFFENSO / REQ SOLICIOS OFFENSO / REQ SOLICIOS OFFENSO / REQ MANAGINE CONTICT/REQ SOLICIOS OFFENSO / REQ MANAGE LABOR SELATION/REQ MANAGE LABOR SELATION/REQ MANAGE LABOR SELATION/REQ **OTHER**	64 64 64 64 64 64 64 64 64 64	8.9843750 9.2812500 9.3599750 9.3599750 9.4843750 9.4843750 9.4062500 9.0468750 9.3281250 9.1250000 8.9523810 7.5625000 8.0468750	1.1476987 1.0759824 1.0292112 1.0483121 0.8727295 0.9083770 0.8677420 1.2009214 1.0243804 1.5378815 1.3250511 2.4160508 2.3866672	6.0000000 6.0000000 6.0000000 7.0000000 7.0000000 7.0000000 5.0000000 5.0000000 5.0000000 5.0000000 6.0000000 6.0000000 6.000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R36QUES R39QUES R40QUES R40QUES R41QUES R44QUES R44QUES R45QUES R45QUES R45QUES R50QUES R50QUES	Label IMPOWE IND & WORK CHP/REQ MANAGINE CHAMSE/REQ MANAGINE CHAMSE/REQ MANAGINE CHAMSE/REQ MANAGINE CONTINCT/REQ MANAGINE CONTINCT/REQ MOVEL POOR MECHANICAL CHAMSE/REQ MANAGE LANGE MATCHESTER/REQ MANAGE LANGE MATCHESTER/REQ - OTHER LAbel Label	64 64 64 64 64 64 64 64 64 63 64 64	8.9843750 9.2812500 9.3593750 9.3593750 9.3596250 9.4843750 9.4843750 9.462500 9.468750 9.3281250 9.3281250 9.32823810 7.5625000 8.9523810 7.5625000 8.0468750	1.1476987 1.0759824 1.0292112 1.0483121 0.88272295 0.9827720 0.8677420 1.209214 1.0243804 1.5378815 1.3250511 2.4160508 2.3866672	6.0000000 6.0000000 6.0000000 7.0000000 7.0000000 7.0000000 5.0000000 5.0000000 6.00000000 6.00000000 6.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R36QUES R39QUES R40QUES R40QUES R41QUES R44QUES R44QUES R45QUES R45QUES R45QUES R50QUES R50QUES	Label IMPOWE IND & WORK CHP/REQ MANAGINE CHAMSE/REQ MANAGINE CHAMSE/REQ MANAGINE CHAMSE/REQ MANAGINE CONTINCT/REQ MANAGINE CONTINCT/REQ MOVEL POOR MECHANICAL CHAMSE/REQ MANAGE LANGE MATCHESTER/REQ MANAGE LANGE MATCHESTER/REQ - OTHER LAbel Label	64 64 64 64 64 64 64 64 64 64 65	8.9843750 9.2812500 9.3593750 9.3593750 9.3893750 9.4843750 9.4843750 9.4843750 9.4843750 9.284250 9.284250 9.284250 9.2825000 8.9523820 8.0468750 Mean 9.0153846 9.0153846 9.0153846	1.1476987 1.0759824 1.0292112 1.0489121 0.86272295 0.862730 1.024804 1.5378815 1.3250511 2.4160508 2.3866672	6.0000000 6.0000000 6.0000000 6.0000000 7.0000000 7.0000000 7.0000000 7.0000000 5.0000000 6.0000000 6.0000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 Maximum 10.0000000
Variable R35QUES R37QUES R36QUES R39QUES R40QUES R40QUES R41QUES R44QUES R44QUES R45QUES R45QUES R45QUES R50QUES R50QUES	Label IMPOWE IND & WORK CHP/REQ MANAGINE CHAMSE/REQ MANAGINE CHAMSE/REQ MANAGINE CHAMSE/REQ MANAGINE CONTINCT/REQ MANAGINE CONTINCT/REQ MOVEL POOR MECHANICAL CHAMSE/REQ MANAGE LANGE MATCHESTER/REQ MANAGE LANGE MATCHESTER/REQ - OTHER LAbel Label	64 64 64 64 64 64 64 64 64 64 65 64	8.9843750 9.2812500 9.3593750 9.3593750 9.3593750 9.4864750 9.0462550 9.0468750 9.1250000 8.9523812 0.468750 8.968750 8.968750 8.968750 8.968750 8.968750 8.968750 8.968750 8.968750 8.968750 8.968750 8.968750 8.968750	1.1476987 1.0759824 1.0292112 1.0483121 0.8727295 0.9083770 0.8677420 1.209214 1.2043804 1.3250511 2.4160508 Std Dev 1.3168657 L316855 1.042258 1.3168555	6.0000000 6.0000000 6.0000000 6.0000000 7.0000000 7.0000000 7.0000000 7.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R36QUES R39QUES R40QUES R40QUES R41QUES R44QUES R44QUES R45QUES R45QUES R45QUES R50QUES R50QUES	Label IMPOWE IND & WORK CHP/REQ MANAGINE CHAMSE/REQ MANAGINE CHAMSE/REQ MANAGINE CHAMSE/REQ MANAGINE CONTINCT/REQ MANAGINE CONTINCT/REQ MOVEL POOR MECHANICAL CHAMSE/REQ MANAGE LANGE MATCHESTER/REQ MANAGE LANGE MATCHESTER/REQ - OTHER LAbel Label	64 64 64 64 64 64 64 64 64 65 65	8.9843750 9.2812500 9.3593750 9.3593750 9.3893750 9.4843750 9.4843750 9.4843750 9.4843750 9.4843750 9.4843750 9.250000 8.9523820 8.9523820 8.9468750 Maan 9.0153846 9.3652308 9.1846154 9.0307692	1.1476987 1.0759824 1.0292112 1.0489121 0.96272295 0.96277420 1.677420 1.5778815 1.3756911 2.4160508 2.3866672 Std Dev 1.3168655 1.975536 1.975536 1.975536 1.975536 1.975536	6.0000000 6.0000000 6.0000000 7.0000000 7.0000000 7.0000000 9.0000000 9.0000000 9.000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R36QUES R39QUES R40QUES R40QUES R41QUES R44QUES R44QUES R45QUES R45QUES R45QUES R50QUES R50QUES	Label IMPOWE IND & WORK CHP/REQ MANAGINE CHAMSE/REQ MANAGINE CHAMSE/REQ MANAGINE CHAMSE/REQ MANAGINE CONTINCT/REQ MANAGINE CONTINCT/REQ MOVEL POOR MECHANICAL CHAMSE/REQ MANAGE LANGE MATCHESTER/REQ MANAGE LANGE MATCHESTER/REQ - OTHER LAbel Label	64 64 64 64 64 64 64 65 65 65	8.9843750 9.2812500 9.3593750 9.3593750 9.4843750 9.4042550 9.0468750 9.1250000 8.9523810 7.5625000 8.9523810 Mman 9.0153846 9.3692368 9.3692368 9.3692368 9.3007692 9.2769231	1.1476987 1.0759824 1.0292112 1.0483122 0.68727253 0.8677420 1.2009214 1.2014804 1.5378815 1.3250511 2.4160508 2.3866672 Etd Dev ###################################	6.0000000 6.0000000 6.0000000 6.0000000 7.0000000 7.0000000 7.0000000 6.0000000 6.0000000 6.0000000 0.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R36QUES R39QUES R40QUES R40QUES R41QUES R44QUES R44QUES R45QUES R45QUES R45QUES R50QUES R50QUES	Label IMPOWE IND & WORK CHP/REQ MANAGINE CHAMSE/REQ MANAGINE CHAMSE/REQ MANAGINE CHAMSE/REQ MANAGINE CONTINCT/REQ MANAGINE CONTINCT/REQ MOVEL POOR MECHANICAL CHAMSE/REQ MANAGE LANGE MATCHESTER/REQ MANAGE LANGE MATCHESTER/REQ - OTHER LAbel Label	64 64 64 64 64 64 64 65 65 65 65 65	8.9843750 9.2812500 9.38593750 9.3956255 9.3956255 9.4662500 9.0468750 9.3281250 9.1250000 9.1250000 8.0468750 8.0468750 8.0468750 8.0468750 8.0468750 8.0468750 9.0153846 9.3652308 9.1846154 9.1769211 9.2615385	1.1476987 1.0759824 1.0292112 1.0292112 1.0292112 1.0292112 1.0292112 1.0292112 1.0292112 1.0292112 1.0292112 1.0292112 1.0292112 1.0292112 1.0292112 1.0292112 1.0292112 1.0292112 1.029212 1.020212 1.020212 1.020212 1.020212 1.020212 1.020212 1.020212	6.0000000 6.0000000 6.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R35QUES R37QUES R39QUES R39QUES R39QUES R39QUES R44QUES R44QUES R44QUES R44QUES R45QUES R45QUES R51QUES R51QUES R35QUES R39QUES R39QUES R39QUES R39QUES R39QUES R49QUES	Labol IND & WORK GRY/RDQ MANAGING CHAMSE/RBQ MOTIVALING PROPER/RBQ MOTIVALING PROPER/RBQ MOTIVALING PROPER/RBQ MANAGING LANGE MERITATIONS/RBQ Labol INFOOM IND & WORK GRY/RBQ MANAGING LANGE MERITATIONS/RBQ - OTHER Labol MANAGING CHAMSE/RBQ MANAGING CHAMSE/RBQ MILDING CHAMSE/RBQ MILDING CHAMSE/RBQ MILDING THAMSE/RBQ MILDING THAMSE/RBQ MILDING THAMSE/RBQ MILDING THAMSE/RBQ MILDING THAMSE/RBQ	64 64 64 64 64 64 64 65 65 65 65 65 65	8.9843750 9.2812500 9.3830750 9.4843750 9.4843750 9.4843750 9.4843750 9.4843750 9.4843750 9.4843750 9.4843750 9.4843750 9.4843750 9.4843750 9.523080 8.9523080 9.484550 9.3692308 9.1846154 9.0307692 9.2461538	1.1476987 1.0759824 1.0799112 1.0299112 0.992312 0.992370 0.8677420 1.200521 1.200521 1.2160508 2.3666672 2.3666672 Etd Dev Etd Dev 1.3168655 1.2450511 1.246258	6.0000000 6.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R35QUES R37QUES R39QUES R39QUES R39QUES R41QUES R41QUES R41QUES R41QUES R45QUES R44QUES R44QUES R44QUES	Labol IND & WORK ORP/REQ MANAGEMENT IND & WORK ORP/REQ MANAGEMENT IND MANAGEMENT	64 64 64 64 64 64 64 65 65 65 65 65	8.9843750 9.2812500 9.380250 9.4843750 9.4843750 9.328125000 9.1250000 7.5425000 1.52500	1.1476987 1.0759824 1.0292112 1.04851212 1.04851212 0.9083770 0.8077420 1.2092114 1.2243804 1.3250511 2.3866672 Std Dev 1.3168655 1.042258 1.1975536 1.184659 1.184659 1.184659 1.184659 1.184659 1.184659	6.0000000 6.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 8.0000000 8.0000000 9.0000000 9.0000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R35QUES R37QUES R39QUES R39QUES R39QUES R39QUES R49QUES R44QUES R44QUES R44QUES R45QUES R45QUES R45QUES R45QUES R51QUES R51QUES R51QUES R39QUES R39QUES R39QUES R40QUES R40QUES R40QUES R40QUES R40QUES R40QUES R40QUES R40QUES R40QUES R44QUES R44QUES R44QUES R44QUES R44QUES R44QUES	LAND INFO WORK ORP/REQ MANAGE INTO WORK ORP/REQ MANAGE INTO CHARMER/REQ MANAGE INTO CONTINUENCE OR OR MOTIVATION PROPERTY OR MANAGE LAND RELATIONS/REQ MANAGE LAND RELATIONS/R	64 64 64 64 64 64 64 65 65 65 65 65 65	8.9843750 9.2812500 9.2812500 9.3853750 9.4843750 9.4843750 9.4843750 9.4843750 9.4843750 9.4843750 9.4843750 9.4843750 9.4843750 9.5462500 9.5462500 8.6468750 Hean 9.0468750 Hean 9.0468750 9.1846154 9.1846154 9.2461538 9.24615385 9.24615385	1.1476987 1.0759824 1.0292112 1.0292112 1.0292112 1.029212 1.029221 1.029221 1.029221 1.029221 1.029221 1.029221 2.4160508 2.3866672 2.3866672 2.160508 2.16	6.0000000 6.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R35QUES R37QUES R37QUES R39QUES R4QUES R4Q	Labol IND & WORK GRP/REQ MANAGEMENT IND & WORK GRP/REQ MANAGEMENT COMMENT OF THE MANAGEMENT OF THE MANAGEM	64 64 64 64 64 64 64 64 64 64 65 65 65 65 65 65 65 65 65 65 65 65 65	8.9843750 9.28123500 9.28123500 9.4843750 9.4843750 9.4843750 9.328125000 9.3281250 9.32812	1.1476987 1.0759824 1.0759824 1.06893121 0.8983770 0.9983770 0.1209214 1.0243804 1.5378815 1.3350518 2.3865672 Etd Dev Etd Dev 1.3168655 1.375536 1.3689552 1.1846391 1.7342258 1.1846391 1.7342258 1.7342271 1.4462912 1.7342271 1.4462912 1.7342271 1.4462912 1.7342271	6.0000000 6.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 8.0000000 8.0000000 9.0000000 9.0000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R35QUES R37QUES R37QUES R40QUES R30QUES R30QUES R30QUES R30QUES R40QUES R40QU	LAND INFO WORK ORP/REQ MANAGE LINE OF WORK ORP/REQ MANAGEMENT OF THE MANAGEMENT OF T	64 64 64 64 64 64 64 65 65 65 65 65 65 65 65 65 65 65 65 65	8.9843750 9.2353750 9.4843750 9.4843750 9.4843750 9.3261250 9.3261250 9.3261250 9.3261250 8.0468750 MAND 9.0153846 9.3622308 9.2625309 9.2769231	1.1476987 1.0759124 1.0759124 1.0489121 0.869727295 0.869727295 1.2039214 1.2039214 1.2039214 1.2039214 1.2039214 1.2039214 1.2039214 1.2039214 1.2039214 1.2039214 1.2039214 1.3168657 2.3866672 Etd Daw 1.3168655 1.0242255 1.0242255 1.0242255 1.0242255 1.0242251 1.3468955 1.049952 1.3468952 1.049952 1.3468955 1.049952 1.3468955 1.049952 1.3468955 1.049952 1.3468955 1.049952 1.3468955 1.049952 1.3468955 1.049952 1.3468955 1.049952 1.346895 1.34689 1.346895 1.346895 1.346895 1.346895	6.000000 6.000000 7.000000 7.000000 7.000000 7.000000 6.000000 6.000000 2.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R35QUES R37QUES R37QUES R39QUES R40QUES R50QUES R50QUES R50QUES R50QUES R50QUES R50QUES R50QUES R50QUES R50QUES R40QUES R50QUES R50QUES R50QUES R50QUES	Labol IND & WORK GRP/REQ MANAGEMENT IND & WORK GRP/REQ MANAGEMENT COMMENT OF THE MANAGEMENT OF THE MANAGEM	64 64 64 64 64 64 64 64 64 64 65 65 65 65 65 65 65 65 65 65 65 65 65	8.9843750 9.28123500 9.28123500 9.4843750 9.4843750 9.4843750 9.328125000 9.3281250 9.32812	1.1476987 1.0759824 1.0759824 1.06893121 0.8983770 0.9983770 0.1209214 1.0243804 1.5378815 1.3350518 2.3865672 Etd Dev Etd Dev 1.3168655 1.375536 1.3689552 1.1846391 1.7342258 1.1846391 1.7342258 1.7342271 1.4462912 1.7342271 1.4462912 1.7342271 1.4462912 1.7342271	#Inimum 3.000000 4.0000000 5.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000

POSITION						
Variable	Label		Mean			
O35DPT/FA	DELTA-IMPOWR IND & WORK GRP	69	0.5797101	1.2175892	-3 0000000	4.0000000
O37DELTA	DELTA-BUILDING TRUST	69	0.6956522	1.1415205	-2.0000000	5.0000000
O38DELTA	DELTA-MANAGING CHANGE	69	1.0579710	1.4130074	-3.0000000	6.0000000
O39DVI/PA	DRIFFA-MANAGING CONFLICT	69	1.1594203	1.5682811	-2.0000000	7.0000000
Q40DELTA	DELTA-BUILDING TEAMWORK DELTA-DEVLP FOS ORGAN CLIMAT DELTA-MOTIVATING PEOPLE	69	0.8695652	1.4441876	-2.0000000	6.0000000
Q41DELTA	DELTA-DEVLP FOS ORGAN CLIMAT	69	0.9565217	1.2299544	-2.0000000 -2.0000000	4.0000000
Q42DELTA	DELTA-HOTIVATING PEOPLE	69	0.7826087	1.3380139	-3.0000000	4.0000000
O44DELTA	DELTA-EMPLY COORD MECHNSM DELTA-DEVLP SUBORDINATES		0.7971014	1.2900035	-3.0000000	5.0000000
O45DELTA	DELTA-UNDESTND ROLE CO & XO	69	0.3913043	1.7507762	-10.0000000	4.0000000
Q46DELTA	DELTA-PROM INNOVT & RISK BHVR		0.5362319	1.5490007	-4.0000000	4.0000000
Q50DELTA	DELTA-MANAGE LABOR RELATIONS DELTA-MANG MULTI-CULT DIVESTY	68	1.7058824	2.2197137	-7.0000000 -4.0000000	6.0000000
	DELTA-HANG HOLTI-COLT DIVESTS					
POSITION	- XO					
Variable			Mean			
			0.0000101			
Q35DELTA	DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST	41	0.7317073	1.3461780	-1.0000000	6.0000000
				1.5361498	-2.0000000	5.0000000
O39DELTA	DELTA-HANAGING CONFLICT DELTA-BUILDING TEAMWORK	41	1.2439024	1.5934316	-2.0000000	5.0000000
Q40DELTA	DELTA-BUILDING TEAMWORK	41	1.1219512	1.5361498	-2.0000000	6.0000000
	DELTA-DEVLP POS ORGAN CLIMAT	41	1.1951220		-1.0000000	6.0000000
Q42DELTA	DELTA-MOTIVATING PEOPLE DELTA-EMPLY COORD MECHNSM DELTA-DEVLE CUBORDINATES	41	1.0975610	1.4629572	-1.0000000	6.0000000 5.0000000
CAADRLTA	DELTA-DEVLP SUBORDINATES	41	0.6829268	1.4219533	-3.0000000	
045DELTA	DELTA-DEVLP SUBORDINATES DELTA-UNDRSTND ROLE CO & XO	41	0.8780488	1.7058007	-3,0000000	6.0000000
Q46DELTA	DELTA-PROM INNOVT & RISK BHVR	41	0.8536585	1.6964813	-3.0000000	6.0000000
Q50DELTA	DELTA-MANAGE LABOR RELATIONS	41	1.9756098	2.7063611	-3.0000000 -4.0000000	10.0000000
Q51DELTA	DELTA-MANG MULTI-CULT DIVESTY	41	1.0243902	1.8095276	-4.0000000	6.0000000
POSITION	= DH					
Variable	Label	N	Mean	Std Dev		
Variable	Label					
Variable Q35DELTA	Label DELTA-IMPONR IND & WORK GRP	19		1.7737528	-3.0000000	4.0000000
Variable Q35DELTA Q37DELTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST	19 19	0.5789474 0.3684211 1.1578947	1.7737528 1.0116283 1.9224740	-3.0000000 -2.0000000 -2.0000000	
Variable Q35DELTA Q37DELTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST	19 19	0.5789474 0.3684211 1.1578947 1.4210526	1.7737528 1.0116283 1.9224740 2.2190035	-3.0000000 -2.0000000 -2.0000000 -1.0000000	4.0000000 3.0000000 7.0000000 9.0000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA	Label DELTA-IMPONE IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-MANAGING CONFLICT DELTA-BUILDING TEAMORK	19 19 19 19	0.5789474 0.3684211 1.1578947 1.4210526 0.8421053	1.7737528 1.0116283 1.9224740 2.2190035 1.5004873	-3.0000000 -2.0000000 -2.0000000 -1.0000000	4.0000000 3.0000000 7.0000000 9.0000000 5.0000000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA	Label DELTA-IMPONT IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CONFLICT DELTA-BUILDING TRANSOR DELTA-BUILDING TRANSOR DELTA-BUILDING TRANSOR	19 19 19 19 19	0.5789474 0.3684211 1.1578947 1.4210526 0.8421053 1.0526316	1.7737528 1.0116283 1.9224740 2.2190035 1.5004873 1.6823820	-3.0000000 -2.000000 -2.000000 -1.000000 -1.0000000	4.0000000 3.0000000 7.0000000 9.0000000 5.0000000 7.0000000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA	Label DELTA-IMPONE IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANCE DELTA-MANAGING CONFLICT DELTA-BUILDING TEAMMORK DELTA-DEVLP POS ORGAN CLIMAT DELTA-DEVLYATING PROPLE	19 19 19 19 19 19	0.5789474 0.3684211 1.1578947 1.4210526 0.8421053 1.0526316 0.4736842	1.7737528 1.0116283 1.9224740 2.2190035 1.5004873 1.6823820 1.0733344	-3.0000000 -2.0000000 -2.0000000 -1.0000000 -1.0000000	4.0000000 3.0000000 7.0000000 9.000000 5.000000 7.000000 3.000000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q42DELTA Q44DELTA Q44DELTA	Label DELTA-THOOSE IND & WORK GRP DELTA-MULLING TRUST DELTA-MANAGING CIRANGE DELTA-MANAGING CONFLICT DELTA-BULLDING TRANGOR DELTA-MANAGING CONFLICT DELTA-BULLDING TRANGOR DELTA-MOTEVATING PROPLES DELTA-MOTEVATING PROPLES DELTA-DELTA DELTA-MOTEVATING DELTA-DELTA DELTA-MOTEVATING DELTA-DELTA DELTA-MOTEVATING DELTA-DELTA DELTA DELTA-DELTA DELTA-DELTA DELTA-DELTA DELTA-DELTA DELTA-DELTA DELTA-DELTA DELTA-DELTA DELTA DEL	19 19 19 19 19 19 19 19	0.5789474 0.3684211 1.1578947 1.4210526 0.8421053 1.0526316 0.4736842 1.1052632 0.4736842	1.7737528 1.0116283 1.9224740 2.2190035 1.5004873 1.6823820 1.0733344	-3.0000000 -2.000000 -2.000000 -1.000000 -1.0000000	4.0000000 3.0000000 7.0000000 9.000000 5.000000 7.000000 3.000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q44DELTA Q44DELTA Q45DELTA	Label DELTA-IMPOWE IND & WORK GRP DELTA-BULLING TRUST DELTA-MANAGING CIRANGE DELTA-MANAGING CONCLICK DELTA-DEVLIP POS ORGAN CLIMAT DELTA-DEVLIP POS ORGAN CLIMAT DELTA-DEVLIP POS ORGAN CLIMAT DELTA-DEVLIP POS ORGAN CLIMAT DELTA-MONITARING POSICIA DELTA-MONITARING POSICIA DELTA-MONITARING POSICIA DELTA-MONITARING POSICIA DELTA-MONITARING POSICIA DELTA-MONITARING POSICIA DELTA-CHIMATERIA DELCO & CO & CO	19 19 19 19 19 19 19 19 19 19	0.5789474 0.3684211 1.1578947 1.4210526 0.8421053 1.0526316 0.4736842 1.1052632 0.4736842	1.7737528 1.0116283 1.9224740 2.2190035 1.5004873 1.6823820 1.0733344 2.2826577 1.4669856 1.9102677	-3.000000 -2.000000 -2.000000 -1.000000 -1.000000 -2.000000 -2.000000 -4.0000000	4.000000 3.000000 7.000000 9.000000 5.000000 7.000000 7.000000 7.000000 3.000000 6.000000
Variable Q35DELTA Q37DELTA Q38DELTA Q40DELTA Q41DELTA Q42DELTA Q42DELTA Q44DELTA Q45DELTA Q45DELTA Q45DELTA	Label DELTA-IMPORE IND & WORK GRP DELTA-MANAGING CIRANGE DELTA-MANAGING CONFLICT DELTA-BOULDING CONFLICT DELTA-BOULDING CONFLICT DELTA-BOULDING CONFRICT DELTA-BOULDING CONFRICT DELTA-BOULDING CONFRICT DELTA-BOULDING DELTA-BOULDING DELTA-BOULDING DELTA-BOULDING DELTA-BOULDING DELTA-BOULDING DELTA-BOULDING DELTA-BOULDING DELTA-FROM INDOY & RISK NAVE	19 19 19 19 19 19 19 19 19 19	0.5789474 0.3684211 1.15789547 1.4210526 0.8421053 1.0526316 0.4736842 1.1052632 0.4736842 0.7368421 0.6315789	1.7737528 1.0116283 1.9224740 2.2190035 1.5004873 1.6823820 1.0733344 2.2826577 1.4669856 1.9102677 2.0058394	-3.0000000 -2.0000000 -2.0000000 -1.0000000 -1.0000000 -2.00000000 -2.00000000 -4.00000000 -3.00000000	4.000000 3.000000 7.000000 9.000000 7.000000 7.000000 7.000000 3.000000 6.000000 5.000000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q42DELTA Q44DELTA Q45DELTA Q45DELTA Q55DELTA	Label DELTA-INFORME IND & MORE GRP DELTA-INFORME THOS THOSE DELTA-ANNATING TRUST DELTA-ANNATING CONFILET DELTA-ANNATING CONFILET DELTA-ANNATING CONFILET DELTA-ANTATING CONFILET DELTA-DELTANTING PROPEL DELTA-DELTA	19 19 19 19 19 19 19 19 19	0.5789474 0.3684211 1.1578947 1.4210526 0.8421053 1.0526316 0.4736842 1.1052632 0.4736842 0.736842 0.736842 0.6315789 2.6842105	1.7737528 1.0116283 1.9224740 2.219035 1.5004873 1.6823820 1.0733344 2.2826577 1.4669856 1.9102677 2.0058394	-3.000000 -2.000000 -2.000000 -1.000000 -1.000000 -2.000000 -2.000000 -2.000000 -4.000000 -4.000000	4.000000 3.000000 7.000000 9.000000 5.000000 7.000000 7.000000 3.000000 6.000000 5.000000 9.000000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q42DELTA Q44DELTA Q45DELTA Q45DELTA Q55DELTA	Label DELTA-IMPORE IND & WORK GRP DELTA-MANAGING CIRANGE DELTA-MANAGING CONFLICT DELTA-BOULDING CONFLICT DELTA-BOULDING CONFLICT DELTA-BOULDING CONFRICT DELTA-BOULDING CONFRICT DELTA-BOULDING CONFRICT DELTA-BOULDING DELTA-BOULDING DELTA-BOULDING DELTA-BOULDING DELTA-BOULDING DELTA-BOULDING DELTA-BOULDING DELTA-BOULDING DELTA-FROM INDOY & RISK NAVE	19 19 19 19 19 19 19 19 19	0.5789474 0.3684211 1.1578947 1.4210526 0.8421053 1.0526316 0.4736842 1.1052632 0.4736842 0.736842 0.736842 0.6315789 2.6842105	1.7737528 1.0116283 1.9224740 2.219035 1.5004873 1.6823820 1.0733344 2.2826577 1.4669856 1.9102677 2.0058394	-3.0000000 -2.0000000 -2.0000000 -1.0000000 -1.0000000 -2.0000000 -2.0000000 -4.0000000 -4.0000000 -4.0000000	4.000000 3.000000 7.000000 9.000000 5.000000 7.000000 7.000000 3.000000 6.000000 5.000000 9.000000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q42DELTA Q44DELTA Q45DELTA Q45DELTA Q55DELTA	LABASI DELTA-INFORE IND 6 WORK GRP DELTA-ANTICINE TRIEST DELTA-ANTICINE TRIEST DELTA-ANANOTHES CONFLICT DELTA-ANANOTHES CONFLICT DELTA-ANANOTHES CONFLICT DELTA-DELTA-COUR RECENSE DELTA-DELTA	19 19 19 19 19 19 19 19 19	0.5789474 0.3684211 1.1578947 1.4210526 0.8421053 1.0526316 0.4736842 1.1052632 0.4736842 0.736842 0.736842 0.6315789 2.6842105	1.7737528 1.0116283 1.9224740 2.219035 1.5004873 1.6823820 1.0733344 2.2826577 1.4669856 1.9102677 2.0058394	-3.000000 -2.000000 -2.000000 -1.000000 -1.000000 -2.000000 -2.000000 -2.000000 -4.000000 -4.000000	4.000000 3.000000 7.000000 9.000000 5.000000 7.000000 7.000000 3.000000 6.000000 5.000000 9.000000
Variable Q35DELTA Q37DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q42DELTA Q45DELTA Q45DELTA Q55DELTA Q55DELTA	LABAL DELICALINOSE IND & WORK GRP DELICA-PHONE INDUSTRIAL PHONE	19 19 19 19 19 19 19 19 19 19 19 19	0.5789474 0.3684211 1.1578947 1.4210526 0.8421053 1.0526312 0.4736842 1.1052632 0.4736842 0.736842 0.736842 0.634289 2.684289 2.684289 2.6315789	1.7737528 1.0116283 1.9224740 2.2190035 1.5004873 1.6823820 1.0733342 2.2826577 1.4663856 1.9102677 2.0058394 3.4327286 1.3828524	-3.0000000 -2.0000000 -2.0000000 -1.0000000 -1.0000000 -2.0000000 -2.0000000 -4.0000000 -3.0000000 -4.0000000 -4.0000000	4.000000 3.000000 9.000000 9.000000 7.000000 7.000000 3.000000 6.000000 6.000000 9.000000 3.000000
Variable 035DELTA 037DELTA 038DELTA 039DELTA 040DELTA 041DELTA 041DELTA 041DELTA 045DELTA 045DELTA 050DELTA 050DELTA POSITION Variable 035DELTA	Label DELTA-SPORT IN S. WORK ORP DELTA-AMMORTHS CHANGE DELTA-AMMORTHS CHANGE DELTA-SPORT OF ORDER CLEAR DELTA-AMMORTHS ORDER OF OR DELTA-AMMORTHS ORDER OF OR DELTA-AMMORTHS ORDER ORDER Label Label Label DELTA-AMMORTHS ORDER ORDER DELTA-AMMORTHS ORDER DELTA-AMMORTHS ORDER ORDER DELTA-AMMORTHS ORDER D	19 19 19 19 19 19 19 19 19 19 19 19 19	0.5789474 0.3684211 1.1578947 1.4210526 0.8421053 1.0526316 0.4736842 1.1052632 0.4736842 0.6315789 0.6315789 0.6315789	1.7737528 1.0116283 1.9224740 2.2190035 1.5004873 1.6823820 1.0733344 2.2826577 1.4663856 1.9102679 1.085926 1.8228524 Std Dev	-3.000000 -2.000000 -2.000000 -1.000000 -1.000000 -2.000000 -2.000000 -2.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000	4.000000 3.000000 9.000000 9.000000 7.000000 7.000000 7.000000 8.000000 6.000000 8.000000 9.000000 9.000000
Variable Q35DELTA Q37DELTA Q37DELTA Q35DELTA Q35DELTA Q44DELTA Q44DELTA Q44DELTA Q44DELTA Q44DELTA Q50DELTA Q50DELTA Q50DELTA Q50DELTA Q50DELTA Q50DELTA	LAB-1 DELTA-HOUSE IND & WORK GSP DELTA-HOUSE IND & WORK GSP DELTA-MONTH THE THE THE THE THE THE THE THE THE T	19 19 19 19 19 19 19 19 19 19 19 19 19 1	0.5789474 0.3684211 1.1578947 1.4210526 0.64212053 1.4716842 1.105262 0.4736842 0.4736842 0.6315789 2.6842105 0.6315789 Mean	1.7737528 1.0116283 1.9224740 2.2190035 1.5004873 1.0731344 2.226577 1.4669856 1.9102677 2.0058394 3.4327286 1.3828524	-3.000000 -2.000000 -3.000000 -1.000000 -1.000000 -2.000000 -2.000000 -3.000000 -4.000000 -4.000000 -4.000000 -2.000000 Minimum	4.000000 3.000000 9.000000 9.000000 7.000000 7.000000 3.000000 6.000000 5.000000 3.000000 3.000000 Maximum 2.000000
Variable 035DELTA 037DELTA 035DELTA 035DELTA 035DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 05DELTA 05DELTA 05DELTA 05DELTA 05DELTA 05DELTA	LAB-I DELTA-INFORE IND & WORK GRP DELTA-AMMATING CHANGE BELTA-AMMATING CHANGE BELTA-AMMATING CONFLICT BELTA-AMMATING CONFLICT BELTA-AMMATING CONFLICT BELTA-AMMATING FROM CHANGE BELTA-AMMATING FROM CHANGE BELTA-AMMATING FROM CHANGE BELTA-AMMATING FROM CHANGE BELTA-AMMATING FROM SELECT BELTA-AMMATING FROM SELECT BELTA-AMMATING FROM SELECT BELTA-AMMATING FROM SELECT BELTA-AMMATING FROM CORP BELTA-BELTA-BELTA FROM CORP BELTA-BELTA-BELTA FROM CORP BELTA-BELTA F	19 19 19 19 19 19 19 19 19 19 19 19 19 1	0.5789474 0.6842117 1.5578946 1.6578946 1.6526316 0.4736842 1.1052632 0.4736842 0.7368421 0.6315785 0.6315789 	1.7737528 1.0116283 1.02124740 2.15004873 1.6622820 1.0733344 2.2826577 1.4663856 1.302677 2.0058394 1.3828524 Std Dev 1.2933396 1.2934396 1.2934396 1.2934396 1.2934396 1.2934396 1.2934396 1.2934396 1.293454	-3.000000 -2.000000 -2.000000 -1.000000 -1.000000 -2.000000 -2.000000 -4.000000 -4.000000 -3.000000 -2.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000 -3.000000	4.0000000 3.0000000 9.0000000 9.0000000 7.0000000 3.0000000 6.0000000 5.0000000 3.0000000 Maximus 2.0000000 3.0000000
Variable 035DELTA 037DELTA 037DELTA 039DELTA 039DELTA 039DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 05DELTA 03DELTA 03DELTA 03DELTA 03DELTA	Label DELTA-SHOWN IND & WORK ORP DELTA-MANAGEM CHRISE DELTA-MANAGEM CHRISE DELTA-MANAGEM COMPALIE ORF LABEL DELTA-MANAGEM CHRISE DELTA-MANAGEM CHRISE DELTA-MANAGEM CHRISE DELTA-MANAGEM CHRISE DELTA-MANAGEM COMPA	19 19 19 19 19 19 19 19 19 19 19 19 19 1	0.5789474 0.5684213 1.4210526 0.8421053 1.0526316 0.4736842 0.736842 0.736842 0.736842 0.736842 0.6315789 2.6842105 0.6315789 Mean 0.54544545 0.8381818	1.7737528 1.0116283 1.9224740 2.2190015 1.5004873 1.6623520 1.6623520 1.6623520 1.2626577 1.4663856 1.3102677 2.0058394 3.4327286 1.3828524 Std Dev 1.2931396 1.2504545 1.6011360 1.0767198	-3.0000000 -3.0000000 -3.0000000 -1.0000000 -1.0000000 -2.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000000	4.000000 3.000000 9.000000 9.000000 7.000000 7.000000 3.000000 6.000000 5.000000 3.000000 3.000000 Maximu 2.000000 3.000000 3.000000
Variable 035DELTA 037DELTA 035DELTA 035DELTA 035DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 05DELTA 05DELTA 05DELTA 05DELTA 05DELTA 05DELTA 035DELTA 035DELTA 035DELTA 035DELTA 035DELTA 035DELTA	LABOL TO SERVICE OF THE SENSE O	19 19 19 19 19 19 19 19 19 19 19 19 19 1	0.5789474 0.6842117 1.5578946 1.6578946 1.6526316 0.4736842 1.1052632 0.4736842 0.7368421 0.6315785 0.6315789 	1.7737528 1.0116283 1.9224740 2.1210473 2.1210473 2.1210473 2.2225577 1.4669856 1.9102677 2.0058394 3.4327286 1.3624574 Std Dev 1.29333996 1.503496 1.0787198 1.0787198	-3.000000 -2.000000 -2.000000 -1.000000 -1.000000 -2.000000 -2.000000 -2.000000 -4.000000 -4.000000 -4.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.0000000 -2.0000000	4.0000000 3.0000000 9.0000000 9.0000000 3.0000000 3.0000000 3.0000000 3.00000000
Variable 035DELTA 037DELTA 035DELTA 035DELTA 035DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 05DELTA 05DELTA 05DELTA 05DELTA 035DELTA	LABOL DELTA-THOUSE HD & WORK ORP DELTA-AMMATING CHRACE DELTA-AMMATING CONFLICE DELTA-AMMATING CONFLICE DELTA-AMMATING CONFLICE DELTA-AMMATING CONFLICE DELTA-AMMATING CONFLICE DELTA-AMMATING CONFLICE DELTA-AMMATING DE	19 19 19 19 19 19 19 19 19 19 19 19 19 1	0.57894714 0.56842134 1.4210526 0.8421053 1.0526316 0.47156842 0.7368421 0.7368421 0.7368421 0.6315789 2.6842105 0.6315789 Mean 0.5454545 0.1818182 0.1818182 0.2727272 0.7272722 0.7272724 0.7272724 0.7272724 0.7272724 0.7272724 0.7454455	1.7737528 1.0110783 1.0110783 2.2190035 1.5004873 1.6622820 1.07333447 1.4609856 1.4609856 1.4609856 1.4609856 1.4629852 1.20058394 3.4327286 1.822852 854 Dev	-3.0000000 -3.0000000 -3.0000000 -1.0000000 -1.0000000 -2.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000 -3.0000000000	4.000000 3.000000 9.000000 9.000000 7.000000 7.000000 3.000000 6.000000 5.000000 3.000000 3.000000 Maximu 2.000000 3.000000 3.000000
Variable 035DELTA 037DELTA 035DELTA 035DELTA 035DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 04DELTA 05DELTA 05DELTA 05DELTA 05DELTA 035DELTA	LABOL DELTA-THOUSE HD & WORK ORP DELTA-AMMATING CHRACE DELTA-AMMATING CONFLICE DELTA-AMMATING CONFLICE DELTA-AMMATING CONFLICE DELTA-AMMATING CONFLICE DELTA-AMMATING CONFLICE DELTA-AMMATING CONFLICE DELTA-AMMATING DE	19 19 19 19 19 19 19 19 19 19 19 19 11 11	0.57894711 1.1578947 1.4210526 0.8421053 1.0526216 1.0526216 0.1052631 0.1052632 0.47368421 0.5315788 2.0.5315788 Mean 0.54544540 0.88181818 1.1818182 0.27277277 0.28181818	1.7737289 1.7737289 1.9724740 2.2190035 1.5004873 1.6623820 1.2262577 1.4669856 1.9103677 2.0059394 1.3828524 Std Dev 1.22833996 1.6011360 1.0787198 1.090500 1.2504584 1.090500	-1.0000000 -2.0000000 -1.0000000 -1.0000000 -1.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000000	4.0000000 3.0000000 5.0000000 5.0000000 6.0000000 6.0000000 6.000000000
Variable Q35DELTA Q37DELTA Q35DELTA Q35DELTA Q35DELTA Q4DELTA Q5DELTA Q4DELTA Q4DELTA Q4DELTA	LABOL DESCRIPTION DE SONS ORP	19 19 19 19 19 19 19 19 19 19 19 19 11 11	0.598271 1.578947 1.4210526 0.44210536 0.44210536 0.4210536 0.4736442 1.1052632 0.4736842 1.052632 0.4736842 0.4736842 0.6842105 0.6315789 Xean 0.5454545 0.8181818 0.8181818 0.8254545 0.8181818 0.42727727 0.838182 0.4364545 0.838182 0.4364545 0.838182 0.4364545 0.838182 0.4364545 0.838182 0.4364545 0.838182 0.4364545 0.838182 0.4364545 0.838182 0.4364545 0.838182 0.4364545 0.838182 0.4364545 0.838182 0.4364545 0.838182 0.4364545 0.838182 0.4364545 0.838182 0.4364545 0.838182 0.4364545 0.838182 0.4364545 0.838182 0.83	1.7737528 1.0116283 2.2120035 1.5004873 1.6622820 1.0733344 2.826577 1.9102677 2.0058394 3.4327286 5.1822852 5.18228	-1,000000 -2,000000 -1,000000 -1,000000 -1,000000 -2,000000 -2,000000 -2,000000 -4,000000 -4,000000 -2,000000 -2,000000 -1,000000 -1,000000 -1,000000 -2,000000 -2,000000 -2,000000 -2,000000 -2,000000 -2,000000 -2,000000	4.0000000 3.0000000 5.0000000 7.0000000 3.0000000 3.0000000 3.0000000 3.0000000 3.0000000 3.0000000 3.0000000 3.0000000 3.0000000
Variable 035DELTA 037DELTA 037DELTA 035DELTA 040DELTA 040DELTA 04DELTA 037DELTA 037DELTA 039DELTA 039DELTA 039DELTA 04DELTA	LABOL DELTA-INFORD HID & WORK ORP DELTA-ANNOTHE CHANGE DELTA-ANNOTHE CHANGE DELTA-ANNOTHE CONFLICE DELTA-ANNOTHE CONFLICE DELTA-ANNOTHE CONFLICE DELTA-ANNOTHE CONFLICE DELTA-ANNOTHE DELTA-ANNOTHE CONFLICE DELTA-ANNOTHE CONFLICE DELTA-ANNOTHE CONFLICE DELTA-ANNOTHE CONFLICE DELTA-ANNOTHE CONFLICE DELTA-ANNOTHE D	19 19 19 19 19 19 19 19 19 19 19 19 11 11	0.57894741 0.1578947 1.4210526 0.8421053 1.0526316 0.4736842 0.736842 0.736842 0.736842 0.6315789 2.6842105 0.6315789 0.6315789 0.6315789 0.5454545 0.181818 0.1818 0.181818 0.181818 0.181818 0.181818 0.181818 0.181818 0.181818 0	1.7737228 1.924740 2.2190035 1.5004873 1.6822820 1.07333447 1.4669856 1.9102677 2.0058394 3.4327286 51.262524 52.0058394 1.2933396 1.2904545 1.2904545 1.2904545 1.2904545 1.2904545 1.2904545 1.2904545 1.2904545 1.2904545	-3.0000000 -3.0000000 -1.0000000 -1.0000000 -2.0000000 -2.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -5.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000	4.0000000 3.0000000 5.0000000 5.0000000 6.0000000 6.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.00000000
Variable 035DELTA 035DELTA 035DELTA 035DELTA 035DELTA 035DELTA 045DELTA 045DELTA 045DELTA 045DELTA 045DELTA 055DELTA 05	LABOL DESCRIPTION DE SONS ORP	19 19 19 19 19 19 19 19 19 19 19 19 11 11	0.57894711 1.1578947 1.4210536 0.4421053 1.0526234 1.0526234 1.052632 0.47368421 0.7368421 0.4736842 0.4736842 0.5442105 0.6315789	1.7317228 1.7317228 1.7317228 1.731728 1.731728 1.5014873 1.56238224 2.222577 1.4669856 1.3102677 2.4227286 1.3828524 Std Dev 1.2333396 1.25904545 1.0590506 1.0787138 1.0590506 1.233528 1.351828524	-1,000000 -2,000000 -1,000000 -1,000000 -1,000000 -2,000000 -2,000000 -2,000000 -4,000000 -4,000000 -2,000000 -2,000000 -1,000000 -1,000000 -1,000000 -2,000000 -2,000000 -2,000000 -2,000000 -2,000000 -2,000000 -2,000000	4.0000000 3.0000000 5.0000000 7.0000000 3.0000000 3.0000000 3.0000000 3.0000000 3.0000000 3.0000000 3.0000000 3.0000000 3.0000000
Variable 035DELTA 037DELTA 037DELTA 035DELTA 040DELTA 040DELTA 041DELTA 041DELTA 045DELTA 045DELTA 035DELTA 037DELTA 03	LABOL DELTA-SPORE IND & WORK ORP DELTA-AMBRITHS CHANGE THE PROPERTY OF THE PRO	19 19 19 19 19 19 19 19 19 19 19 19 19 1	0.57894711 1.1578947 1.4210536 0.4421053 1.0526234 1.0526234 1.052632 0.47368421 0.7368421 0.4736842 0.4736842 0.5442105 0.6315789	1.737528 1.921678 1.9226740 2.2190015 1.5004873 1.5004873 1.0733344 2.2826577 1.4668986 1.0058394 3.4327286 3.4327286 1.2933396 1.2933396 1.2904545 1.2933396 1.2904545 1.390454 1.3904545 1.390454	-1.000000 -2.000000 -1.000000 -1.000000 -1.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000	4.0000000 7.0000000 7.0000000 7.0000000 8.0000000 8.0000000 8.0000000 8.0000000 8.0000000 8.0000000 8.0000000 8.0000000 8.0000000 8.0000000 8.0000000 8.0000000 8.0000000 8.0000000 8.00000000

POSITION	= DIR					
Variable			Mean			
035DRLTA	DELTA-IMPOWR IND 6 WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-HANAGING CONFLICT DELTA-BUILDING TEAMWORK	64	0.6562500	1.4930394	-3,0000000	
Q37DELTA	DELTA-BUILDING TRUST	64	0.6093750	1.3524485	-3.0000000	5.000000
Q38DELTA	DELTA-MANAGING CHANGE	64	0.8750000	1.4420004	-3.0000000	
Q39DELTA	DELTA-MANAGING CONFLICT	64	1.0312500	1.4796906		
						5.000000
OAZDRITA	DELTA-DEVLP POS ORGAN CLIMAT	64	0.8750000	1.2689047		
O43DELTA	DELTA-EMPLY COORD MECHNEM	64	0.7812500	1.5478480	-4.0000000	5.000000
Q44DELTA	DELTA-DEVLP SUBORDINATES	64	0.6562500	1.4607972	-2.0000000	5.000000
Q45DELTA	DELTA-UNDRSTND ROLE CO & XO	64	1.0468750	2.0191912	-8.0000000	5.000000
Q46DELTA	DELTA-MOTIVATING PEOPLE DELTA-MOTIVATING PEOPLE DELTA-EMPLY COORD MECHNEM DELTA-DEVLP SUBORDINATES DELTA-UNDRATHD ROLE CO & XO DELTA-PROM INNOVT & RISK BHY DELTA-ANNAGE LABOR RELATIONS	R 63	0.6349206	1.4607972 2.0191912 1.6877317 2.7134567	-4.0000000 -2.0000000 -8.0000000 -5.0000000	5.000000
OSIDRITA	DELTA-MANGE LABOR RELATIONS DELTA-MANG MULTI-CULT DIVRST	v 64	0.5468750	2.7134567	-6.0000000	7.000000
	DEDIA-IDAGO NODII-CODI DIVADI		0.3130130			0.000000
POSITION	- OTHER					
Variable			Mean			
Q35DELTA	DELTA-INFOWE IND & WORE GRP DELTA-BUILDING TOUR DELTA-MANAGING CONFLICT DELTA-BUILDING TEAMWORK DELTA-BUILDING TEAMWORK DELTA-BUILDING TEAMWORK DELTA-BUILDING TEAMWORK DELTA-BUILDING TEAMWORK DELTA-BUILT COOLD MECHINA DELTA-BUILT COOLD MECHINA DELTA-BUILT COOLD MECHINA DELTA-BUILT COOLD MECHINA DELTA-UNDERTING BOLE CO & KO DELTA-BUILDING NINGUT & EIGE BEV	64	0.7500000	1.6426846	-5.0000000	5.000000
Q37DELTA	DELTA-BUILDING TRUST	63	0.6825397	1.5536159	-5.0000000	5.000000
Q38DELTA	DELTA-MANAGING CHANGE	64	1.1093750	1.7193316	-5.0000000	5.000000
Q39DELTA	DELTA-MANAGING CONFLICT	64	1.1406250	1.9425657	-5.0000000	5.000000
O41DELTA	DELTA-DEVLP POS ORGAN CLIMAT	64	0.8593750	1.7170220	-5.0000000	6.000000
Q42DELTA	DELTA-MOTIVATING PEOPLE	64	1.0781250	1.7844539	-5.0000000	6.000000
Q43DELTA	DELTA-EMPLY COORD MECHNSM	64	1.0156250	2.0353401	-4.0000000	7.000000
Q44DELTA	DELTA-DEVLP SUBORDINATES	64	0.6250000	1.9148542	-4.0000000	6.000000
Q45DELTA	DELTA-UNDRITTND ROLE CO & IO	64	0.4062500	3.1204332	-10.00000000	7 0000000
OSODRIJA	DRITA-MANAGE LABOR RELATIONS	64	1.8593750	3.5315682	-7.0000000	9.000000
Q51DELTA	DELTA-UNDRSTND ROLE CO & IO DELTA-PROM INNOVT & RISK BHV. DELTA-MANAGE LABOR RELATIONS DELTA-MANG MULTI-CULT DIVEST	Y 64	0.5781250	2.2523687	-6.0000000	5.000000
LESS THAN	OR EQUAL TO 5 YES IN A MANAG	ERIAL P	OSITION			
Variable	Label	N	Hean	Std Dev	Minimum	Maximum
Variable	Label	N	Hean	Std Dev	Minimum 3.0000000	Maximum
Variable	Label	N	Hean	Std Dev 1.8493833 1.5201100	Minimum 3.0000000 5.0000000	Maximum 10.0000000 10.0000000
Variable	Label	N	Hean	Std Dev 1.8493833 1.5201100 1.5945604	Minimum 3.0000000 5.0000000 4.0000000	Maximum 10.0000000 10.0000000 10.0000000
Variable	Label	N	Hean	Std Dev 1.8493833 1.5201100 1.5945604 1.7642472	Minimum 3.0000000 5.0000000 4.0000000 2.0000000	Maximum 10.0000000 10.0000000 10.0000000 10.0000000
Variable	Label	N	Hean	Std Dev 1.8493833 1.5201100 1.5945604 1.7642472 1.6498054	Minimum 3.0000000 5.000000 4.000000 2.000000 4.0000000	Maximum 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable	Label	N	Hean	Std Dev 1.8493833 1.5201100 1.5945604 1.7642472 1.6498054 1.5864867	Minimum 3.0000000 5.0000000 4.0000000 4.0000000 4.0000000 4.0000000	Maximum 10.0000000 10.000000 10.000000 10.000000 10.000000 10.000000
Variable	Label	N	Hean	Std Dev 1.8493833 1.5201100 1.5945604 1.7642472 1.6498054 1.5864867 1.6370038 2.3792233	Minimum 3.0000000 5.0000000 2.0000000 4.0000000 4.0000000 4.00000000 4.00000000	Maximum 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable	Label	N	Hean	Std Dev 1.8493833 1.5201100 1.5945604 1.7642472 1.6498054 1.5864867 1.6370038 2.3792133 1.8031545	Minimum 3.0000000 5.0000000 4.0000000 4.0000000 4.00000000 4.00000000	Maximum 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable	Label	N	Hean	Std Dev 1.8493833 1.5201100 1.5945604 1.7642472 1.6498054 1.5864867 1.6370038 2.3792133 1.8031545 1.9939800	Minimum 3.0000000 5.000000 4.0000000 4.0000000 4.0000000 4.0000000 4.00000000	Maximum 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable	Label	N	Hean	1.8493833 1.5201100 1.5945604 1.7642472 1.6498054 1.5864867 1.6370038 2.3792133 1.8031545 1.9939800 1.9263267	3.0000000 5.0000000 4.0000000 2.0000000 4.0000000 4.0000000 4.0000000 1.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
C35QUES C37QUES C39QUES C39QUES C40QUES C41QUES C42QUES C42QUES C4QUES C4QUES C4QUES C4QUES C4QUES C4QUES C4QUES	Label	N 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Hean	Std Dev 1.8493833 1.5201100 1.5945604 1.7642472 1.6498054 1.5864867 1.6370038 2.3792133 1.8031545 1.9939800 1.9263267 2.5929707 2.0531197	3.0000000 5.0000000 4.0000000 2.0000000 4.0000000 4.0000000 4.0000000 1.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C38QUES C38QUES C38QUES C40QUES C40QUES C41QUES C42QUES C42QUES C45QUES C45QUES C55QUES C55QUES	Label IMPORE IND & WORK GRP/CUR REVIEW OF THE TREET/CUR MANAGING CHANGE/CUR MANAGING CHANGE/CUR MANAGING CHANGE/CUR MOLIVATING PROPILCT/CUR BUILDING TEAMHORK/CUR EMPLY COORD MECHINAM/CUR EMPLY COORD MECHINA/CUR UNINSTEED MOLE CO & ZO/CUR UNINSTEED MOLE CO & ZO/CUR MANAGE LABOR SELATIOSS/CUR	N 61 60 61 61 61 61 61 61 61 61 61 61 61 61	Mean 7.5245902 8.1666667 7.6065574 7.4098361 7.7540984 7.8196721 7.7704918 6.8032787 7.6985246 7.3934426 7.3934426 3.9016393 6.5737705	1.8493833 1.5201100 1.5945604 1.7642472 1.6498054 1.5864867 1.6370038 2.3792133 1.8031545 1.9939800 1.9263267 2.55929707 2.05331197	3.0000000 5.0000000 4.0000000 2.0000000 4.0000000 4.0000000 4.0000000 1.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C37QUES C39QUES C40QUES C41QUES C41QUES C43QUES C43QUES C45QUES C50QUES C50QUES C50QUES C51QUES	LANCE IMPORT IND & WORK ORP/COR RELIGION TO REMAIN FOR MANABLES CORP. MANABLES CORP. MANABLES CORP. MANABLES CORP. MANABLES CORP. MOTIVATIES ROPLE/CYCEN DEPLY POOR GRANA CLEMAT/COR MOTIVATIES ROPLE/CYCEN DEPLY BURGATIS ROLE OF ROPLY MANABLE LANGE RELATIONS/COR MANABLE LANGE RELATIONS/COR MANABLE LANGE RELATIONS/COR MANABLE LANGE RELATIONS/COR 5 BOT LEES THAN OR ROTAL TO Label	N 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Nean 7.5245902 8.1666667 7.6065574 7.4098361 7.7340984 7.8196722 7.77340984 7.8196722 7.77349318 7.6085246 7.6866667 3.9916393 6.5737705 IN A HANAGERIA Hean	1.8493833 1.5201100 1.5945604 1.7642472 1.6498054 1.5864867 1.6370038 2.3792133 1.8031545 1.9393800 1.9262267 2.5929707 2.0533197 L POSITION	3.0000000 5.0000000 4.0000000 2.0000000 4.0000000 4.0000000 4.0000000 1.0000000 3.0000000 2.0000000	10.000000 10.000000
Variable C35QUES C37QUES C37QUES C39QUES C40QUES C41QUES C41QUES C43QUES C43QUES C45QUES C50QUES C50QUES C50QUES C51QUES	LANCE IMPORT IND & WORK ORP/COR RELIGION TO REMAIN FOR MANABLES CORP. MANABLES CORP. MANABLES CORP. MANABLES CORP. MANABLES CORP. MOTIVATIES ROPLE/CYCEN DEPLY POOR GRANA CLEMAT/COR MOTIVATIES ROPLE/CYCEN DEPLY BURGATIS ROLE OF ROPLY MANABLE LANGE RELATIONS/COR MANABLE LANGE RELATIONS/COR MANABLE LANGE RELATIONS/COR MANABLE LANGE RELATIONS/COR 5 BOT LEES THAN OR ROTAL TO Label	N 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Nean 7.5245902 8.1666667 7.6065574 7.4098361 7.7340984 7.8196722 7.77340984 7.8196722 7.77349318 7.6085246 7.6866667 3.9916393 6.5737705 IN A HANAGERIA Hean	1.8493833 1.5201100 1.5945604 1.7642472 1.6498054 1.5864867 1.6370038 2.3792133 1.8031545 1.9393800 1.9262267 2.5929707 2.0533197 L POSITION	3.0000000 5.0000000 4.0000000 2.0000000 4.0000000 4.0000000 4.0000000 1.0000000 3.0000000 2.0000000	10.000000 10.000000
Variable C35QUES C37QUES C37QUES C39QUES C40QUES C41QUES C41QUES C43QUES C43QUES C45QUES C50QUES C50QUES C50QUES C51QUES	LANCE IMPORT IND & WORK ORP/COR RELIGION TO REMAIN FOR MANABLES CORP. MANABLES CORP. MANABLES CORP. MANABLES CORP. MANABLES CORP. MOTIVATIES ROPLE/CYCEN DEPLY POOR GRANA CLEMAT/COR MOTIVATIES ROPLE/CYCEN DEPLY BURGATIS ROLE OF ROPLY MANABLE LANGE RELATIONS/COR MANABLE LANGE RELATIONS/COR MANABLE LANGE RELATIONS/COR MANABLE LANGE RELATIONS/COR 5 BOT LEES THAN OR ROTAL TO Label	N 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Nean 7.5245902 8.1666667 7.6065574 7.4098361 7.7340984 7.8196722 7.77340984 7.8196722 7.77349318 7.6085246 7.6866667 3.9916393 6.5737705 IN A HANAGERIA Hean	1.8493833 1.5201100 1.5945604 1.7642472 1.6498054 1.5864867 1.6370038 2.3792133 1.8031545 1.9393800 1.9262267 2.5929707 2.0533197 L POSITION	3.0000000 5.0000000 4.0000000 2.0000000 4.0000000 4.0000000 4.0000000 1.0000000 3.0000000 2.0000000	10.000000 10.000000
Variable C35QUES C37QUES C37QUES C39QUES C40QUES C41QUES C41QUES C43QUES C43QUES C45QUES C50QUES C50QUES C50QUES C51QUES	LANCE IMPORT IND & WORK ORP/COR RELIGION TO REMAIN FOR MANABLES CORP. MANABLES CORP. MANABLES CORP. MANABLES CORP. MANABLES CORP. MOTIVATIES ROPLE/CYCEN DEPLY POOR GRANA CLEMAT/COR MOTIVATIES ROPLE/CYCEN DEPLY BURGATIS ROLE OF ROPLY MANABLE LANGE RELATIONS/COR MANABLE LANGE RELATIONS/COR MANABLE LANGE RELATIONS/COR MANABLE LANGE RELATIONS/COR 5 BOT LEES THAN OR ROTAL TO Label	N 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Nean 7.5245902 8.1666667 7.6065574 7.4098361 7.7340984 7.8196722 7.77340984 7.8196722 7.77349318 7.6085246 7.6866667 3.9916393 6.5737705 IN A HANAGERIA Hean	1.8493833 1.5201100 1.5945604 1.7642472 1.6498054 1.5864867 1.6370038 2.3792133 1.8031545 1.9393800 1.9262267 2.5929707 2.0533197 L POSITION	3.0000000 5.0000000 4.0000000 2.0000000 4.0000000 4.0000000 4.0000000 1.0000000 3.0000000 2.0000000	10.000000 10.000000
Variable C35QUES C37QUES C37QUES C39QUES C40QUES C41QUES C41QUES C43QUES C43QUES C45QUES C50QUES C50QUES C50QUES C51QUES	LANCE IMPORT IND & WORK ORP/COR RELIGION TO REMAIN FOR MANABLES CORP. MANABLES CORP. MANABLES CORP. MANABLES CORP. MANABLES CORP. MOTIVATIES ROPLE/CYCEN DEPLY POOR GRANA CLEMAT/COR MOTIVATIES ROPLE/CYCEN DEPLY BURGATIS ROLE OF ROPLY MANABLE LANGE RELATIONS/COR MANABLE LANGE RELATIONS/COR MANABLE LANGE RELATIONS/COR MANABLE LANGE RELATIONS/COR 5 BOT LEES THAN OR ROTAL TO Label	N 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Nean 7.5245902 8.1666667 7.6065574 7.4098361 7.7340984 7.8196722 7.77340984 7.8196722 7.77349318 7.6085246 7.6866667 3.9916393 6.5737705 IN A HANAGERIA Hean	1.8493833 1.5201100 1.5945604 1.7642472 1.6498054 1.5864867 1.6370038 2.3792133 1.8031545 1.9393800 1.9262267 2.5929707 2.0533197 L POSITION	3.0000000 5.0000000 4.0000000 2.0000000 4.0000000 4.0000000 4.0000000 1.0000000 3.0000000 2.0000000	10.000000 10.000000
Variable C35QUES C37QUES C39QUES C49QUES C41QUES C41QU	LANCE IMPORT IND & WORK GREY/COR RELIGING TRUMS/COR RELIGING TRUMS/COR MANADISC COMPACTOR MANADISC COMPACTOR MANADISC COMPACTOR MANADISC COMPACTOR MOTIVATING RECOLLECTION DETLY POOR SAMENA CLEMATICAL MOTIVATING RECOLLECTION MOTIVATING RECOLLECTION MOTIVATING RECOLLECTION MOTIVATING RECOLLECTION MOTIVATING CLEMATICAL MOTIVATING RECOLLECTION MANADISC LANCE RELATIONS/COR MANADISC LANCE RELATIONS/COR MANADISC LANCE RELATIONS/COR MANADISC CRAMPE/COR MA	N 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Nean 7.5245902 7.5245902 7.5065574 7.6065574 7.4098851 7.73409881 6.8032787 7.7704918 6.8032787 7.6885246 7.33934420 7.33934420 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930	1.8493833 1.5201100 1.5945604 1.7642472 1.6498054 1.5864867 1.6370038 2.3792133 1.8031545 1.9393800 1.9262267 2.5929707 2.0533197 L POSITION	3.0000000 5.0000000 4.0000000 2.0000000 4.0000000 4.0000000 4.0000000 1.0000000 3.0000000 2.0000000	10.000000 10.000000
Variable C35QUES C37QUES C39QUES C49QUES C41QUES C41QU	LANCE IMPORT IND & WORK GREY/COR RELIGING TRUMS/COR RELIGING TRUMS/COR MANADISC COMPACTOR MANADISC COMPACTOR MANADISC COMPACTOR MANADISC COMPACTOR MOTIVATING RECOLLECTION DETLY POOR SAMENA CLEMATICAL MOTIVATING RECOLLECTION MOTIVATING RECOLLECTION MOTIVATING RECOLLECTION MOTIVATING RECOLLECTION MOTIVATING CLEMATICAL MOTIVATING RECOLLECTION MANADISC LANCE RELATIONS/COR MANADISC LANCE RELATIONS/COR MANADISC LANCE RELATIONS/COR MANADISC CRAMPE/COR MA	N 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Nean 7.5245902 7.5245902 7.5065574 7.6065574 7.4098851 7.73409881 6.8032787 7.7704918 6.8032787 7.6885246 7.33934420 7.33934420 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930	1.8491833 1.5201100 1.7642472 1.7642472 1.6498054 1.5864867 1.6370038 2.3792135 1.9939800 1.9262267 2.5529707 2.5529707 2.5529707 2.5529707 1.2121077 1.2121077 1.2121077 1.21216488	3.0000000 5.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.000000 10.000000
Variable C35QUES C37QUES C39QUES C49QUES C41QUES C41QU	LANCE IMPORT IND & WORK GREY/COR RELIGING TRUMS/COR RELIGING TRUMS/COR MANADISC COMPACTOR MANADISC COMPACTOR MANADISC COMPACTOR MANADISC COMPACTOR MOTIVATING RECOLLECTION DETLY POOR SAMENA CLEMATICAL MOTIVATING RECOLLECTION MOTIVATING RECOLLECTION MOTIVATING RECOLLECTION MOTIVATING RECOLLECTION MOTIVATING CLEMATICAL MOTIVATING RECOLLECTION MANADISC LANCE RELATIONS/COR MANADISC LANCE RELATIONS/COR MANADISC LANCE RELATIONS/COR MANADISC CRAMPE/COR MA	N 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Nean 7.5245902 7.5245902 7.5065574 7.6065574 7.4098851 7.73409881 6.8032787 7.7704918 6.8032787 7.6885246 7.33934420 7.33934420 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930	1.8491833 1.5201100 1.7642472 1.7642472 1.6498054 1.5864867 1.6370038 2.3792135 1.9939800 1.9262267 2.5529707 2.5529707 2.5529707 2.5529707 1.2121077 1.2121077 1.2121077 1.21216488	3.0000000 5.0000000 6.0000000 4.0000000 4.0000000 6.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable C35QUES C37QUES C39QUES C49QUES C41QUES C41QU	LANCE IMPORT IND & WORK GREY/COR RELIGING TRUMS/COR RELIGING TRUMS/COR MANADISC COMPACTOR MANADISC COMPACTOR MANADISC COMPACTOR MANADISC COMPACTOR MOTIVATING RECOLLECTION DETLY POOR SAMENA CLEMATICAL MOTIVATING RECOLLECTION MOTIVATING RECOLLECTION MOTIVATING RECOLLECTION MOTIVATING RECOLLECTION MOTIVATING CLEMATICAL MOTIVATING RECOLLECTION MANADISC LANCE RELATIONS/COR MANADISC LANCE RELATIONS/COR MANADISC LANCE RELATIONS/COR MANADISC CRAMPE/COR MA	N 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Nean 7.5245902 7.5245902 7.5065574 7.6065574 7.4098851 7.73409881 6.8032787 7.7704918 6.8032787 7.6885246 7.33934420 7.33934420 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930	1.8491833 1.5201100 1.7642472 1.7642472 1.6498054 1.5864867 1.6370038 2.3792135 1.9939800 1.9262267 2.5529707 2.5529707 2.5529707 2.5529707 1.2121077 1.2121077 1.2121077 1.21216488	3.0000000 5.0000000 6.0000000 4.0000000 4.0000000 6.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C39QUES C49QUES C41QUES C41QU	LANCE IMPORT IND & WORK GREY/COR RELIGING TRUMS/COR RELIGING TRUMS/COR MANADISC COMPACTOR MANADISC COMPACTOR MANADISC COMPACTOR MANADISC COMPACTOR MOTIVATING RECOLLECTION DETLY POOR SAMENA CLEMATICAL MOTIVATING RECOLLECTION MOTIVATING RECOLLECTION MOTIVATING RECOLLECTION MOTIVATING RECOLLECTION MOTIVATING CLEMATICAL MOTIVATING RECOLLECTION MANADISC LANCE RELATIONS/COR MANADISC LANCE RELATIONS/COR MANADISC LANCE RELATIONS/COR MANADISC CRAMPE/COR MA	N 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Nean 7.5245902 7.5245902 7.5065574 7.6065574 7.4098851 7.73409881 6.8032787 7.7704918 6.8032787 7.7904918 6.8032787 7.6885246 7.3393442 7.3393442 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930	1.8491833 1.5201100 1.7642472 1.7642472 1.6498054 1.5864867 1.6370038 2.3792135 1.9939800 1.9262267 2.5529707 2.5529707 2.5529707 2.5529707 1.2121077 1.2121077 1.2121077 1.21216488	3.0000000 5.0000000 6.0000000 4.0000000 4.0000000 6.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.00000000	10.0000000 10.00000000
Variable	LANDI IRPORE DE L WORK GRE/COR MANAGINO CHANGE/COR MANAGINO CHANGE/COR MULTINES TRAMMOR/COR MULTINES TRAMMOR/COR MULTINES TRAMMOR/COR MULTINES TRAMMOR/COR MULTINES TRAMMOR/COR MULTINES TRAMMOR/COR MUNICIPAL COR M	N 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Mean 7.5245902 7.5045902 7.6065574 7.6065574 7.7540984 7.8196712 7.7540984 7.8196712 7.6885246 7.8196712 7.6885246 7.8196712 8.82771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930 8.3771930	1.8491833 1.5201100 1.7642472 1.7642472 1.6498054 1.5864867 1.6370038 2.3792135 1.9939800 1.9262267 2.5529707 2.5529707 2.5529707 2.5529707 1.2121077 1.2121077 1.2121077 1.21216488	3.0000000 5.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C37QUES C4QUES C37QUES C37QUES C37QUES C37QUES C37QUES C4QUES C5QUES	LANCE IMPORT IND & WORK ORP/COR RELIGION TO REMAIN FOR MANABLES CORP. MANABLES CORP. MANABLES CORP. MANABLES CORP. MANABLES CORP. MOTIVATIES ROPLE/CYCEN DEPLY POOR GRANA CLEMAT/COR MOTIVATIES ROPLE/CYCEN DEPLY BURGATIS ROLE OF ROPLY MANABLE LANGE RELATIONS/COR MANABLE LANGE RELATIONS/COR MANABLE LANGE RELATIONS/COR MANABLE LANGE RELATIONS/COR 5 BOT LEES THAN OR ROTAL TO Label	N 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Hean 7. 5245902 8. 1666657 7. 6065574 7. 6065574 7. 6165574 7. 616574 7. 616574 7. 616674 7. 61674 7.	1. 8493830 1. 5944560 1. 7944872 1. 6489054 1. 6489054 1. 6489054 1. 6470038 2. 37921336 2. 37921336 2. 5929107 2. 5929107 2. 5929107 2. 5929107 2. 5929107 2. 5929107 2. 5929107 2. 5929107 3. 5	3.000000 4.000000 4.000000 4.000000 4.000000 4.000000 4.000000 4.000000 3.000000 2.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000

MORE THA	N 10 BUT LESS THAN OR BQUAL TO	15 YR				
Variable	Label	N	Mean			Maximum
C35QUES	INPOWE IND & MORE GRE/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR MANAGING COMPLICT/CUR BUILDING TRAMNORE/CUR BUILDING TRAMNORE/CUR DEVLE POS ORGAN CLIMAT/CUR	42	8.8333333	1.0339757	6,0000000	10.0000000
C37QUES	BUILDING TRUST/CUR	42	9.0714286	1.2176118	6.0000000	10.0000000
C38QUES	MANAGING CHANGE/CUR	42	8.7142857	1.2154637	6.0000000	10.0000000
C39QUES	MANAGING CONFLICT/CUR	42	8.4761905	1.4523000	5.0000000	10.0000000
CALOURS	DENTED DOG ORGAN CLIMAT/CHE	42	8.9756098	1.1723439	6.00000000	10.0000000
C42OUES	MOTIVATING PEOPLE/CUR	42	8.7380952	1.1699390	6.0000000	10.0000000
C43QUES	EMPLY COORD MECHNSM/CUR	42	8.3571429	1.4620638	5.0000000	10.0000000
C44QUES	DEVLP SUBORDINATES/CUR	42	9.0476190	1.1884070	5.0000000	10.0000000
C45QUES	UNDESTND ROLE CO & MO/CUR	42	8.9761905	1.3157228	4.0000000	10.0000000
CSCOURS	MANAGE LABOR RELATIONS/CUR	42	6.1428571	2.6739158	5.0000000	10.0000000
C51QUES	MANG MULTI-CULT DIVESTY/CUR	42	8.0952381	1.7223003	4.0000000	10.0000000
	DAVID FOS SONAR CLIMATICS MOTIVATING PEOPLE/CUR EMPLY COORD MECHNOM/CUR DEVLY SUBORPINATES/CUR UNDERSTAD ROLE CO & XO/CUR PROM INNOUT & RICE SHVM/CUR MANAGE LABOR RELATIONS/CUR MANG MULTI-CULT DIVRSTY/CUR					
	15 YRS IN A MANAGERIAL POSIT					
Variable		N	Mean	Std Dev	Minimum	Maximum
C35OURS	IMPOWR IND 6 WORK GRP/CUR BUILDING TRUEF/CUR BUILDING TRUEF/CUR BUILDING TRAMBORK/CUR BUILDING TRAMBORK/CUR BUILDING TRAMBORK/CUR MOSTUATING PROMISICOUR BUILDING TRAMBORK/CUR BUILDING TRAMBORK/CUR UNDRATTED ROLE CO & XO/CUR BUILDING RESEARCH OR PROMI INSOUT & RIDE BUFF/CUR MANAGE LABOR RELATIONS/CUR MANG BUILT-CULT DIVERS/CUR	51	8.9607843	1.0384755	6.0000000	10.0000000
C37QUES	BUILDING TRUST/CUR	51	9.1372549	0.9385011	6.0000000	10.0000000
C38QUES	HANAGING CHANGE/CUR	51	8.9411765	1.3177521	4.0000000	10.0000000
C39QUES	MANAGING CONFLICT/CUR	51	8.6274510	1.2483715	6.0000000	10.0000000
C40QUES	BUILDING TEAMWORK/CUR	51	8.9803922	1.0293725	6.0000000	10.0000000
C42OURS	MOTIVATING PROPERICUS	51	8.8039216	1.1835473	6.0000000	10.0000000
C43QUES	RMPLY COORD MECHNSM/CUR	51	8.5490196	1.4186434	4.0000000	10.0000000
C44QUES	DEVLP SUBORDINATES/CUR	51	8.9607843	1.1825529	5.0000000	10.0000000
C45QUES	UNDESTND ROLE CO & XO/CUR	51	9.2156863	1.3162633	3.0000000	10.0000000
C46QUES	PROM INNOVT & RISK BHVR/CUR	51	8.8431373	1.1553796	6.0000000	10.0000000
CSTOURS	MANG MULTI-CULT DIVESTY/CUR	51	7.9607843	1.7884159	3.0000000	10.0000000
						201000000
LESS THAT	OR EQUAL TO 5 YRS IN A MANAG	ERIAL :	POSITION			
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
Variable	Label	N	Mean	Std Dev 1.5675349	Minimum. 2.0000000	Maximum 10.0000000
Variable	Label	N	Mean	Std Dev 1.5675349 1.0477747	Minimum 2.0000000 6.0000000	Maximum 10.0000000 10.0000000
Variable	Label	N	Mean	Std Dev 1.5675349 1.0477747 1.1351087	Minimum 2.0000000 6.000000 5.000000	Maximum 10.0000000 10.0000000 10.0000000
Variable	Label	N	Mean	Std Dev 1.5675349 1.0477747 1.1351087 1.1521024	Minimum 2.0000000 6.0000000 5.0000000 5.0000000	Maximum 10.0000000 10.000000 10.000000 10.000000
Variable	Label	N	Mean	Std Dev 1.5675349 1.0477747 1.1351087 1.1521024 0.9353790 1.072138	Minimum 2.0000000 6.0000000 5.0000000 5.0000000 6.0000000	Maximum 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable	Label	N	Mean	Std Dev 1.5675349 1.0477747 1.1351087 1.1521024 0.9353790 1.0071138 0.9438212	Minimum 2.0000000 6.0000000 5.0000000 6.0000000 6.0000000 6.0000000	Maximum 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable	Label	N	Mean	Std Dev 1.5675349 1.0477747 1.1351087 1.3521024 0.9353790 1.0071138 0.9438212 1.7341105	Minimum 2.0000000 6.0000000 5.0000000 6.0000000 6.0000000 6.0000000	Maximum 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable	Label	N	Mean	Std Dev 1.5675349 1.0477747 1.351087 1.3521024 0.9353790 1.007138 0.9438212 1.7341105 1.3943491	Minimum 2.000000 6.000000 5.000000 5.000000 6.000000 6.000000 6.000000 0.000000	Maximum 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable	Label	N	Mean	Std Dev 1.5675349 1.0477747 1.1351087 1.1521024 0.9353790 1.0071138 0.9436212 1.7341105 1.1943491 1.7528401	Minimum 2.0000000 6.0000000 5.0000000 5.0000000 6.0000000 6.0000000 2.0000000	Maximum 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable	Label	N	Mean	Std Dev 1.5675349 1.0477747 1.1351087 1.1521024 0.9353790 1.0071138 0.9438212 1.7343105 1.3943491 1.7528401 1.6671038 2.6828184	Minimum 2.0000000 6.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 0.00000000	Maximum 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable	Label	N	Mean	Std Dev 1.5675349 1.0477747 1.1351087 1.1351087 1.3521024 0.9353790 1.0071138 0.9438212 1.7341105 1.7528401 1.6671038 2.6628184 1.5899772	Minimum 2.0000000 6.0000000 5.0000000 6.0000000 6.0000000 6.0000000 0.00000000	Maximum 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R39QUES R40QUES R41QUES R42QUES R44QUES R44QUES R45QUES R45QUES R45QUES	Label	82 62 62 62 62 62 62 62 62 62 62 62 62 62	Mean 8.6612903 9.1290323 9.1290323 9.2806452 9.1290323 9.2419355 9.2580645 9.2741935 8.4677419 8.9193548 8.9032258 8.5901639 6.8225806 8.1129032	1.5675349 1.0477747 1.1351087 1.2521024 0.9353790 1.0071138 0.9438212 1.7343105 1.3943491 1.7528401 1.6671038 2.6628184 1.5899772	Minimum 2.0000000 6.0000000 5.0000000 6.0000000 6.0000000 0.0000000 0.0000000 0.0000000 0.000000	Maximum 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R37QUES R39QUES R40QUES R41QUES R41QUES R42QUES R44QUES R45QUES R46QUES R50QUES R50QUES R50QUES	Labes IND 6 WORK GRP/RED MANAGING CHANGE/RED MANAGING CHANGE/RED MANAGING CHANGE/RED MANAGING CHANGE/RED MOTIVATION PROPERTY NO MOTIVATION NO MOT	N 62 62 62 62 62 62 62 62 62 62 62 62 62	Mean 8.6612903 9.1290323 9.0806452 9.1290323 9.1290323 9.2741935 8.4677414 8.937248 8.937248 8.9591639 6.8225896 8.1129032 IN A HAMAGERI Kean	1.5675349 1.0477747 1.1351007 1.15521024 0.9513790 1.0071138 0.943821 1.7341105 1.3943491 1.65671038 2.6628184 1.5899772 **TAL POSITION Std Dev	2.0000000 6.0000000 5.0000000 5.0000000 6.0000000 6.0000000 2.0000000 2.0000000 5.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R37QUES R39QUES R40QUES R41QUES R41QUES R41QUES R44QUES R44QUES R45QUES R46QUES R46QUES R51QUES	LADOU INC. 6 WORK GREP/REQ. LINCORN INC. 6 WORK GREP/REQ. MANAGING CHARGE REQ. MANAGING CHARG	N 62 62 62 62 62 62 62 62 62 62 62 62 62	Mean 8.6(1390) 9.0206452 9.1290323 9.2419355 9.2580645 9.2741935 8.9133548 8.9133548 8.9133548 8.9133548 8.9133548 8.9133548 8.9133548 8.9133548 8.9213526	1.5675349 1.0477747 1.1351087 1.1351087 1.1521024 0.9353790 1.0071138 0.9438212 1.7341105 1.3624184 1.6672108 2.6624184 1.5898772 AL POSITION 8td Dev	2.000000 6.000000 5.000000 5.000000 6.000000 6.000000 0.000000 2.000000 5.0000000 1.0000000 5.0000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
Variable R35QUES R37QUES R37QUES R39QUES R40QUES R41QUES R41QUES R41QUES R44QUES R44QUES R45QUES R46QUES R46QUES R51QUES	LADOU INC. 6 WORK GREP/REQ. LINCORN INC. 6 WORK GREP/REQ. MANAGING CHARGE REQ. MANAGING CHARG	N 62 62 62 62 62 62 62 62 62 62 62 62 62	Mean 8.6612903 9.1290223 9.1290223 9.1270323 9.1270323 9.2741995 8.4677419 8.9032258 8.5901639 6.8225806 8.1129032 IN A HANACERI Mean 8.9210526	1.5675349 1.0477747 1.1551087 1.1551087 1.1521024 0.39537399 1.941021 1.7521025 1.734102 1.752102 1.752102 1.752102 1.752102 1.752102 1.752102 1.752102 1.752102 1.752102 1.752102 1.752102 1.7528401 1.7528401 1.7528401 1.7528401 1.7528401 1.7528401 1.7528401 1.7528401 1.7528401 1.7528401 1.7528401 1.7528401 1.7528401 1.7528401 1.7528401 1.7528401 1.7528401 1.7528401	2.000000 6.000000 5.000000 5.000000 6.000000 6.000000 0.000000 0.000000 0.000000 0.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 Maximum 10.0000000
Variable R35QUES R37QUES R37QUES R39QUES R40QUES R41QUES R41QUES R41QUES R44QUES R44QUES R45QUES R46QUES R46QUES R51QUES	LADOU INC. 6 WORK GREP/REQ. LINCORN INC. 6 WORK GREP/REQ. MANAGING CHARGE REQ. MANAGING CHARG	N 62 62 62 62 62 62 62 62 62 62 62 62 62	Mean 8.6612903 9.1280223 9.1290323 9.2419355 9.2580645 9.2741935 8.9133448 8.9032238 8.8032238 8.8032238 8.8122902 IN A MANAGERI 8.9121526 9.2807018 8.9210526 9.2807018	1.5675349 1.0477747 1.1351087 1.1351087 1.1551097 1.071138 0.9438212 1.7341105 1.3543491 1.7528401 1.66771038 2.6628184 2.6828184 2.6828187 AL POSITION Std Dev 1.3898796 1.1328465 1.2114255	2.000000 6.000000 3.000000 3.000000 6.000000 6.000000 0 2.000000 2.000000 0 5.000000 Minimum 3.000000 4.000000	10.0000000 10.0000000 10.0000000 11.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R35QUES R37QUES R37QUES R39QUES R40QUES R41QUES R41QUES R41QUES R44QUES R44QUES R45QUES R46QUES R46QUES R51QUES	LADOU INC. 6 WORK GREP/REQ. LINCORN INC. 6 WORK GREP/REQ. MANAGING CHARGE REQ. MANAGING CHARG	N 62 62 62 62 62 62 62 62 62 62 62 62 62	Mean 8.6613903 9.1290323 9.0806452 9.1290323 9.2419355 9.27419355 9.27419353 9.27419354 8.9032258 8.9032258 8.5903258 8.5903258 8.5903258 8.5903258 8.5903258 8.5903258 8.5903258 8.5903258 8.5903258	1.5675349 1.0477747 1.1551087 1.1551087 1.15521024 0.9353799 1.0712109 1.0712109 1.7528401 1.6671098 2.6628184 1.5898772 **AL POSITION** Std Dev** 1.3898796 1.1328465 1.2114255 1.21828657 1.21828657	2.000000 6.000000 5.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 7.000000 7.000000 8.000000 7.000000 8.000000 8.000000 8.000000 8.000000 9.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 Maximum 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R37QUES R37QUES R39QUES R40QUES R41QUES R41QUES R41QUES R41QUES R41QUES R41QUES R41QUES R41QUES R31QUES R31QUES R35QUES R35QUES R35QUES R35QUES	LANCIE IND & WORE GEP/RED ANAMATING CHAMPE/RED MANAMING CHAMPE/RED MANAMING CHAMPE/RED MANAMING CHAMPE/RED MOTIVATING PROPEL/FRED MANAMING LANCE PROPEL/FRED MANAMING CHAMPE/RED M	N 62 62 62 62 62 62 62 62 62 61 62 62 62 10 YRS N 114 114 114 114 114	Mean 8.6612903 9.1290323 9.0806452 9.1290323 9.2419355 8.4677419 8.9193548 8.9032258 8.9193548 8.9032258 8.1129032 IN A MANAGERI 8.9210526 8.9210526 9.2807018 9.2807018 9.16666661 9.2807018 9.2807018 9.2807018	1.5675349 1.0477747 1.1351087 1.1351087 1.1551097 1.071138 0.9438212 1.7341105 1.3543491 1.7528401 1.66771038 2.6628184 2.6828184 2.6828187 AL POSITION Std Dev 1.3898796 1.1328465 1.2114255	2.000000 6.000000 5.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 7.000000 7.000000 8.000000 7.000000 8.000000 8.000000 8.000000 8.000000 9.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R35QUES R37QUES R37QUES R37QUES R39QUES R40QUES R41QUES R41QUES R41QUES R41QUES R41QUES R41QUES R41QUES R41QUES R31QUES R31QUES R35QUES R35QUES R35QUES R35QUES	LANCIE IND & WORE GEP/RED ANAMATING CHAMPE/RED MANAMING CHAMPE/RED MANAMING CHAMPE/RED MANAMING CHAMPE/RED MOTIVATING PROPEL/FRED MANAMING LANCE PROPEL/FRED MANAMING CHAMPE/RED M	N 62 62 62 62 62 62 62 62 62 61 62 62 62 10 YRS N 114 114 114 114 114	Mean 8.6612903 9.0806452 9.1290323 9.2800455 9.1290323 9.2419355 8.6477419 8.913548 8.9032258 6.8225806 8.1219032 Mean 8.9210526 9.2807018 9.1666667 9.2807018 9.2125281 9.2719281 9.2719281	1.5075349 1.0477747 1.0477747 1.1521024 0.3953790 1.00771138 0.94382125 1.7528401 1.7528401 1.7528401 1.66771038 2.6822184 1.5898797 2.8128465 1.2128265 1.2128265 1.212826579 1.153403	2.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUEE R37QUEE R37QUEE R37QUEE R39QUEE R40QUEE R41QUEE R31QUEE R31QUEE R31QUEE R31QUEE R41QUEE R41QUEE R41QUEE R41QUEE	Label THE RESIDENCE OF PROPERTY AND THE	N 62 62 62 62 62 62 62 62 62 61 62 62 10 YRS N 114 114 114 114 114 114 114 114 114 1	Nean 8.6612903 9.1290323 9.0806452 9.1290323 9.24419355 8.4677419 8.9133548 8.90321258 8.677419 Nean Nean 8.92125806 8.1125032 IN A MANAGERI Nean 8.9212582 9.274298 9.274298 9.274298 9.274298 9.274298 9.274298 9.274298 9.274298 9.274298 9.274298 9.274298 9.274298 9.274298 9.274298	1.5675349 1.0477747 1.01530674 1.03530674 1.03731390 1.0071138 0.9438212 1.7941102 1.7942102 1.7942103 1.7952401 1.7952401 1.7952401 1.5898772 1.5898772 1.1898796 1.1153402 1.218465 1.214255 1.2153402 1.1154402 1.1154402 1.1154402 1.1154402 1.1154402 1.1154402 1.1154402 1.1154402 1.1154402 1.1154402	2.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 7.0000000 2.0000000 9.0000000000000000000	10.0000000 11.0000000 12.0000000 12.0000000 12.0000000 12.0000000 12.0000000 12.0000000 12.0000000 12.0000000 12.0000000 12.0000000 12.00000000 13.000000000000000000000000000
Variable R35QUEE R37QUEE R37QUEE R37QUEE R39QUEE R40QUEE R41QUEE R31QUEE R31QUEE R31QUEE R31QUEE R41QUEE R41QUEE R41QUEE R41QUEE	Label THE RESIDENCE OF PROPERTY AND THE	N 62 62 62 62 62 62 62 62 62 62 62 62 10 YRS N 114 114 114 114 114 114 114 114 114 1	Mean 8.6611903 9.1290323 9.0806452 9.1290323 9.2806459 9.274193 8.4677419 8.5901639 8.69278066 8.1129032 IN A MANAGEN 8.9210526 9.2807018 9.2741939 9.1666667 9.2807018 9.2713228 9.3070175 9.2105263 9.3070175 9.2105263	1.5675349 1.0477747 1.0477747 1.1521024 0.9353790 1.00771138 0.9438212 1.7541103 1.7528401 1.6671038 2.6628184 1.5898772 AL POSITION Std Dev 1.3898796 1.1324465 1.1324465 1.1324465 1.1324465 1.1324465 1.1324465 1.1324465	2.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 7.0000000 7.0000000 8.0000000 1.0000000 4.0000000 4.0000000 4.0000000 4.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R350UEE R370UEE R370UEE R370UEE R370UEE R360UEE R400UEE R440UEE R440UEE R440UEE R440UEE R450UEE R440UEE R450UEE R440UEE R450UEE R440UEE R440UEE R440UEE R440UEE R440UEE	LANCH INC & WORK GRP/REQ MANAGING CHANGE/REQ MANAGING CHANGE/REQ MANAGING CONTINCY/REQ MANAGING CONTINCY/REQ M	N 62 62 62 62 62 62 62 62 62 62 10 YRS N 114 114 114 114 114 114 114 114 114 1	Mean 8.6612903 9.1290323 9.0806452 9.1281935 9.1241935 9.2741935 8.69137348 8.69137348 8.69137348 8.69137348 8.5901639 8.5901639 113903 IM AMNAGERI Mean 8.92107248 9.1666667 9.1666667 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388	1.5075342 1.04575342 1.1551007 1.15521024 0.3553790 0.4438211 1.7528401 1.7528401 1.66771038 2.6828184 1.5898792 2.114255 1.128465 1.214255 1.214255 1.214255 1.22885679 1.0228853 1.0228853 1.0228853	2.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 7.00000000 7.0000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R350UEE R370UEE R370UEE R370UEE R370UEE R360UEE R400UEE R440UEE R440UEE R440UEE R440UEE R450UEE R440UEE R450UEE R440UEE R450UEE R440UEE R440UEE R440UEE R440UEE R440UEE	LANCH INC & WORK GRP/REQ MANAGING CHANGE/REQ MANAGING CHANGE/REQ MANAGING CONTINCY/REQ MANAGING CONTINCY/REQ M	N 62 62 62 62 62 62 62 62 62 62 10 YRS N 114 114 114 114 114 114 114 114 114 1	Mean 8.6612903 9.1290323 9.0806452 9.1281935 9.1241935 9.2741935 8.69137348 8.69137348 8.69137348 8.69137348 8.5901639 8.5901639 113903 IM AMNAGERI Mean 8.92107248 9.1666667 9.1666667 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388 9.17192388	1.5075342 1.04575342 1.1551007 1.15521024 0.3553790 0.4438211 1.7528401 1.7528401 1.66771038 2.6828184 1.5898792 2.114255 1.128465 1.214255 1.214255 1.214255 1.22885679 1.0228853 1.0228853 1.0228853	2.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 7.00000000 7.0000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R350UEE R350UEE R350UEE R360UEE R40UEE R410UEE R410UEE R410UEE R410UEE R50UEE R50UEE R50UEE R50UEE R370UEE R42UEE R42UEE R42UEE R450UEE R550UEE R550UEE R550UEE R550UEE R550UEE	Label THE RESIDENCE OF PROPERTY AND THE	N 62 62 62 62 62 62 62 62 62 62 62 61 10 YRS N 114 114 114 114 114 114 114 114 114 1	**Mean *** **B. 6612903	1.5075180 1.0077747 1.1351007 0.135210740 0.2071139 0.9438212 1.77528401 1.6771039 1.6722182 1.7528401 1.672103 1.682772 1.893772 1.893772 1.114255 1.211425 1.211425	2.0000000 5.0000000 5.0000000 6.0000000 6.0000000 6.0000000 0.0000000 0.0000000 0.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000

MORE THAN	10 BUT LESS THAN OR EQUAL TO	15 YRS	IN A MANAGERI	AL POSITION		- 1
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
R350UES	IMPOWR IND & WORK GRP/REO	42	9 4047619	0.7669873	8.0000000	10.0000000
R37OURS		42	9.7142857	0.5961549	8.0000000	10.0000000
R38QUES		42	9.5238095	0.7404051	8.0000000	10.0000000
R39OUES		42	9.5238095	0.7066960	8.0000000	10.0000000
RACQUES	BUILDING TRAMWORK/REQ	42	9.7142857	0.5961549	8.00000000	10.0000000
R41QUES	DEVLP POS ORGAN CLIMAT/REQ	42	9.6428571	0.7265498	8.0000000	10.0000000
R42QUES	MOTIVATING PROPLE/REO	42	9.5476190	0.7392277	8.0000000	10.0000000
R43OUES	EMPLY COORD MECHNSM/REO	42	9.1666667	1.0573014	6.0000000	10.0000000
R44OURS	DEVLP SUBORDINATES/RED	42	9.4047619	0.8570945	8.0000000	10.0000000
R45QUES	UNDESTND ROLE CO & XO/REQ	42	9.2857143	2.0034813	0	10.0000000
R46QUES	PROM INNOVT & RISK BHVR/REO	42	9.1666667	1.1458657	5.0000000	10.0000000
R50QUES	MANAGE LABOR RELATIONS/REO	42	7.7380952	2.2092878	1.0000000	10.0000000
R51QUES	MANG MULTI-CULT DIVESTY/REO	42	8.4285714	1.7128333	4.0000000	10.0000000
	15 YRS IN A MANAGERIAL POSITI					
Variable	Label	N	Mean	Std Dev	Hinimum	Haximum
R35QUES		51	9.3921569	0.9813956	6.0000000	10.0000000
R37QUES	BUILDING TRUST/REQ	51	9.4313725	0.9220608	6.0000000	10.0000000
R38QUES		51	9.6078431	0.7504247	6.0000000	10.0000000
R39QUES	MANAGING CONFLICT/REQ	51	9.5294118	0.9022847	6.0000000	10.0000000
R40QUES	BUILDING TEAMWORK/REQ	51	9.5686275	0.8063474	7.0000000	10.0000000
R41QUES		51	9.7450980	0.5231878	8.0000000	10.0000000
R42QUES R43QUES	MOTIVATING PEOPLE/REQ EMPLY COORD MECHNSM/REQ	51	9.5882353	0.7791398	5.0000000	10.0000000
R44QUES	DEVLP SUBORDINATES/REQ	51	9.1764706	1.1437811	6.0000000	10.0000000
R45QUES	UNDESTND ROLE CO & XO/REO	51	9.5098039	1.1543609	3.0000000	10.0000000
R46OUES	PROM INNOVT & RISK BHVR/REQ	51	9.1568627	1.3171568	4.0000000	10.0000000
RSOQUES	MANAGE LABOR RELATIONS/RED	51	7.6666667	2.3888630	0	10.0000000
R51QUES	MANG MULTI-CULT DIVESTY/REQ	51	8.3333333	1.9561868	1,0000000	10.0000000
	OR EQUAL TO 5 YES IN A MANAGE		POSITION			
Variable	Label	N	Mean			
Variable Q35DBLTA	Label DELTA-IMPOWR IND & WORK GRP	N 61	Mean 1.1147541	1.7990586	-3.0000000	6.000000
Variable Q35DBLTA Q37DBLTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST	N 61 60	Mean 1.1147541 0.9333333	1.7990586	-3.0000000 -2.0000000	6.000000
Variable Q35DBLTA Q37DBLTA Q38DBLTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE	61 60 61	Mean 1.1147541 0.9333333 1.4590164	1.7990586 1.5389482 1.7848788	-3.0000000 -2.0000000 -2.0000000	6.000000 5.000000 6.000000
Variable Q35DBLTA Q37DBLTA Q38DBLTA Q39DBLTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST DELTA-HANAGING CHANGE DELTA-HANAGING CONFLICT	61 60 61 61	Nean 1.1147541 0.9333333 1.4590164 1.7049180	1.7990586 1.5389482 1.7848788 1.7827344	-3.000000 -2.000000 -2.000000 -1.000000	6.000000 5.000000 6.000000 7.000000
Variable Q35DBLTA Q37DBLTA Q38DBLTA Q39DBLTA Q40DBLTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST DELTA-HANAGING CONFLICT DELTA-HANAGING CONFLICT DELTA-BUILDING TRANKORK	61 60 61 61 61	Mean 1.1147541 0.9333333 1.4590164 1.7049180 1.4918033	1.7990586 1.5389482 1.7848788 1.7827344 1.7759781	-3.0000000 -2.0000000 -2.0000000 -1.0000000 -2.0000000	6.000000 5.000000 6.000000 7.000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA	Label DELTA-IMPOWE IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-MANAGING CONFLICT DELTA-BUILDING TEAMWORK DELTA-DEVILP POS GROAN CLINAT	61 60 61 61 61 61	Mean 1.1147541 0.9333333 1.4590164 1.7049180 1.4918033 1.4262295	1.7990586 1.5389482 1.7848788 1.7827344 1.7759781 1.6478169	-3.0000000 -2.000000 -2.000000 -1.000000 -1.000000	6.000000 5.000000 6.000000 7.000000 6.000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CAMBUE DELTA-MANAGING CONFLICT DELTA-BUILDING TEAMFORK DELTA-DEVLP POS ORGAN CLIMAT DELTA-DEVLYATING PROFLE	61 60 61 61 61 61 61	1.1147541 0.9333333 1.4590164 1.7049180 1.4918033 1.4262295 1.5081967	1.7990586 1.5389482 1.7848788 1.7827344 1.7759781 1.6478169 1.7380348	-3.0000000 -2.0000000 -2.0000000 -1.0000000 -1.0000000 -2.0000000	6.000000 5.000000 6.000000 6.000000 6.000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA	Label DELTA-IMPOWE IND & WORK GRP DELTA-BUILDING TRUST DELTA-BASING CHANGE DELTA-BASING CHANGE DELTA-BASING CHANGE DELTA-BASING DELTA-BUILD POS GRANK DELTA-BUILD POS GRANK DELTA-MOTIVATING PEOPLE DELTA-BUILY COORD MECHINSK	61 60 61 61 61 61 61 61	1.114761 0.933333 1.4590164 1.7049180 1.491803 1.4262295 1.5081967 1.6557377	1.7990586 1.5389482 1.7848788 1.7827344 1.7759781 1.6478169 1.7380348 2.0807470	-3.000000 -2.0000000 -2.0000000 -1.0000000 -2.0000000 -2.0000000 -2.0000000	6.00000 5.00000 6.00000 6.00000 6.00000 6.00000 7.00000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q44DELTA	Label DELTA-IMPOSE IND 6 WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-MANAGING CONFLICT DELTA-BUILDING TEAMWORK DELTA-BUILDING TEAMWORK DELTA-BUILDING TEAMWORK DELTA-BUILDING TEAMWORK DELTA-BUILDING TEAMWORK DELTA-BUILDING TEAMWORK DELTA-BUILD DOS ORGAN CLIMAT DELTA-BUILD SUGORDINGTES	61 60 61 61 61 61 61 61	Mean 1.1147541 0.933333 1.4590164 1.7049180 1.491803 1.4262295 1.5081967 1.6557377 1.2131148	1.7990586 1.5389482 1.7848788 1.7827344 1.7759781 1.6478169 1.7380348 2.0807470	-3.000000 -2.000000 -2.000000 -1.000000 -1.000000 -2.000000 -2.000000 -2.000000	6.000000 5.000000 6.000000 7.000000 6.000000 6.000000 7.000000
Variable Q35DBLTA Q37DBLTA Q38DBLTA Q39DBLTA Q40DBLTA Q41DBLTA Q42DBLTA Q43DBLTA Q44DBLTA Q44DBLTA Q44DBLTA	Label DELTA-IMPOWE IND & WORK GRP DELTA-BUILDING TRUST DELTA-BUILDING TRUST DELTA-BUILDING TRUST DELTA-BUILDING TERMOOK DELTA-BUILDING TERMOOK DELTA-BUILDING TERMOOK DELTA-BUILDING TERMOOK DELTA-BUILDING TERMOOK DELTA-BUILDING TOOGD HORGING DELTA-BUILDING COORDINATES DELTA-DEVLD SUBCORDINATES DELTA-DEVLD SUBCORDINATES	61 60 61 61 61 61 61 61	Mean 1.1147541 0.933333 1.4590164 1.7049180 1.4918033 1.4262295 1.5081967 1.6557377 1.2133148 1.4918033	1.7990586 1.5389482 1.7848788 1.7827344 1.7759781 1.6478169 1.7380348 2.0807470 1.9071336 2.5074752	-3.000000 -2.0000000 -2.0000000 -1.0000000 -1.0000000 -2.0000000 -2.0000000 -3.0000000	6.000000 5.000000 6.000000 7.000000 6.000000 6.000000 7.000000 6.000000 9.000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q44DELTA Q44DELTA Q45DELTA Q45DELTA	Label DELTA-HROWE IN: A MOSK ORP DELTA-HROWE IN: A MOSK ORP DELTA-HANNOING CHANNE DELTA-HANNOING CHANNE DELTA-HANNOING COMPLICT DELTA-BUILDING TREMFORK DELTA-BUILDING TREMFORK DELTA-BUILDING TREMFORK DELTA-BUILDING TREMFORK DELTA-BUILDING TREMFORK DELTA-BUILDING TREMFORK DELTA-BUILDING COS AUGUST DELTA-BURDETHE BOLLE CO & YOU DELTA-BURDETHE ROLE CO & YOU DELTA-BURDETHE STREET BUYDET & RICHE BUYDET	61 60 61 61 61 61 61 61 61 61	Mean 1.1147541 0.9333333 1.4590164 1.7049180 1.4918033 1.4262295 1.5081967 1.6557377 1.2133148 1.4918033 1.100000	1.7990586 1.5389482 1.7849784 1.7827344 1.7759781 1.6478169 1.7380348 2.0807470 1.9071336 2.5074752 2.5074752	-3.000000 -2.000000 -2.000000 -1.000000 -2.000000 -1.000000 -2.000000 -2.000000 -3.000000 -3.000000	6.000000 5.000000 6.000000 7.000000 6.000000 6.000000 7.000000 6.000000 9.000000 9.000000
Variable Q35DBLTA Q37DBLTA Q39DBLTA Q39DBLTA Q40DBLTA Q41DBLTA Q41DBLTA Q42DBLTA Q42DBLTA Q44DBLTA Q44DBLTA Q44DBLTA Q44DBLTA Q45DBLTA	LADEL DELTA-HYPOWE IND & WORK GRP DELTA-BUILDING TRUST DELTA-HANNOING CHRANZE DELTA-HANNOING CHRANZE DELTA-HANNOING COMPLICT DELTA-HANNOING COMPLICT DELTA-BUILDING TRAMFORM DELTA-BUILDING TRAMFORM DELTA-BUILDING TRAMFORM DELTA-BUILDING TRAMFORM DELTA-BUILDING TRAMFORM DELTA-BUILDING DEGRESSANT DELTA-BUILDING DEGRESSANT DELTA-BURKETHD FOLE CO & XO	8 61 60 61 61 61 61 61 61 61 60 61 61 60 61 61 60 61	Mean 1.1147541 0.9333333 1.4590164 1.7049180 1.4918033 1.4262295 1.5081967 2.2133148 1.4918033 1.1000000 2.9508197	1.7990586 1.5389482 1.7848788 1.7827344 1.7759781 1.6478163 2.0807470 2.5074752 2.0311139 2.8892111	-3.000000 -2.000000 -2.000000 -1.000000 -2.000000 -2.000000 -2.000000 -3.000000 -3.000000 -5.000000	6.000000 5.000000 6.000000 6.000000 6.000000 6.000000 7.000000 6.000000 9.000000 6.000000 9.000000
Variable Q35DELTA Q34DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q42DELTA Q43DELTA Q44DELTA Q45DELTA Q45DELTA Q50DELTA Q50DELTA	Label DELTA-HROWE IN: A MOSK ORP DELTA-HROWE IN: A MOSK ORP DELTA-HANNOING CHANNE DELTA-HANNOING CHANNE DELTA-HANNOING COMPLICT DELTA-BUILDING TREMFORK DELTA-BUILDING TREMFORK DELTA-BUILDING TREMFORK DELTA-BUILDING TREMFORK DELTA-BUILDING TREMFORK DELTA-BUILDING TREMFORK DELTA-BUILDING COS AUGUST DELTA-BURDETHE BOLLE CO & YOU DELTA-BURDETHE ROLE CO & YOU DELTA-BURDETHE STREET BUYDET & RICHE BUYDET	8 61 60 61 61 61 61 61 61 60 61 60 61 60 61 60 61 60 61 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Mean 1.1147541 0.9333333 1.4590164 1.7049180 1.4918033 1.4262295 1.5081967 1.6557377 1.2131148 1.4918033 1.1000000 2.9508197 1.5245902	1.7990586 1.5389482 1.7846788 1.7827344 1.7759781 1.6478169 1.7380348 2.0807470 1.9071336 2.5074752 2.0311139 2.8892111	-3.000000 -2.000000 -2.000000 -1.000000 -2.000000 -1.000000 -2.000000 -2.000000 -3.000000 -3.000000	6.000000 5.000000 6.000000 7.000000 6.000000 6.000000 7.000000 6.000000 9.000000 9.000000
Variable Q35DRLTA Q37DRLTA Q39DRLTA Q39DRLTA Q40DRLTA Q41DRLTA Q41DRLTA Q41DRLTA Q41DRLTA Q41DRLTA Q45DRLTA Q45DRLTA Q50DRLTA Q50DRLTA Q50DRLTA	LADAI DELTA-HPOWE IN & WORK GRP DELTA-HTLDING TROOT BELTA-HAMACING CONFLICT BELTA-HAMACING CONFLICT BELTA-HAMACING CONFLICT BELTA-HAMACING CONFLICT BELTA-HAMACING CONFLICT BELTA-HOUT COOR MICHIGAN DELTA-HOUT COOR MICHIGAN DELTA-HOUT FROM THE SEY DELTA-HAMACING LADON BELTA-HOUT DELTA-HAMACING LADON BELTA-HOUS BELTA-HAMACING LADON BELTA-HOUS STORM-HAMACING LADON BELTA-HOUS S BOT LEBS TRAN OR EQUAL TO 1	8 61 60 61 61 61 61 61 61 60 61 60 61 60 61 60 61 60 61 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Mean 1.1147541 0.9333333 1.4590164 1.7049180 1.4918033 1.4262295 1.5081967 1.6557377 1.2131148 1.4918033 1.1000000 2.9508197 1.5245902	1.7990586 1.5389482 1.7846788 1.7827344 1.7759781 1.6478169 1.7380348 2.0807470 1.9071336 2.5074752 2.0311139 2.8892111	-3.000000 -2.000000 -2.000000 -1.000000 -2.000000 -2.000000 -2.000000 -3.000000 -3.000000 -5.000000	6.000000 5.000000 6.000000 6.000000 6.000000 6.000000 7.000000 6.000000 9.000000 6.000000 9.000000
Variable Q35DRLTA Q37DRLTA Q39DRLTA Q39DRLTA Q40DRLTA Q41DRLTA Q41DRLTA Q41DRLTA Q44DRLTA Q45DRLTA Q45DRLTA Q50DRLTA Q50DRLTA Q50DRLTA	Label DEPON ID WER GEP DEFECT OF THE STATE O	8 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Mean 1.1147541 0.9333334 1.7049180 1.4704918	1.7990586 1.5389482 1.7848788 1.7827344 1.7759781 1.6478169 1.7380348 2.0807470 1.9071336 2.5074752 2.0311139 2.8892111 1.9287868	-3.000000 -2.000000 -2.000000 -1.000000 -1.000000 -1.000000 -2.000000 -2.000000 -3.000000 -3.000000 -3.000000 -4.000000 -4.000000	6.000000 5.000000 7.000000 6.000000 6.000000 6.000000 7.000000 6.000000 9.000000 10.000000 6.000000 10.000000 Maximum
Variable Q35DBLTA Q37DBLTA Q39DBLTA Q39DBLTA Q39DBLTA Q40DBLTA Q41DBLTA Q41DBLTA Q41DBLTA Q45DBLTA Q45DBLTA Q50DBLTA Q50DBLTA Q50DBLTA Q50DBLTA Q50DBLTA Q50DBLTA Q50DBLTA	Label DELTA-THOWN INC & WORK GRP DELTA-HOWN INC & WORK GRP DELTA-HAMACING CHANGE BELTA-HAMACING CHANGE BELTA-HAMACING CONFLICT BELTA-HAMACING CONFLICT BELTA-HAMACING CONFLICT BELTA-HOUVAILED PROPIE BELTA-HOUVAILED PROPIE BELTA-HAMACING CONFLICT BELTA-HAMACING CONFLICT 5 BOT LESS TERM OR ROTAL TO 1 LEBS LEDGER INC BOSE GRP BELTA-HAMACING CONFLICT BELTA-HA	N 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Mean 1.147541 2.131333 1.4590154 1.7049180 1.4918033 1.4262195 1.5062197 1.2131148 1.4318033 1.1000000 2.9508197 1.524591 IN A MANAGREIA Mean 0.5438596 0.6842105	1.7990586 1.5389482 1.7846788 1.7847848 1.7879781 1.6478169 1.738036 2.5074752 2.0311139 2.8892111 2.5287868 AL POSITION Std Dev	-3.0000000 -2.0000000 -2.0000000 -1.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -3.0000000 -3.0000000 -3.0000000 -4.0000000 -5.0000000 -Minimum -5.0000000	6.00000 5.000000 7.000000 6.000000 6.000000 6.000000 7.000000 6.000000 9.000000 6.000000 6.000000 6.000000 Maximus 5.000000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q41DELTA Q45DELTA Q45DELTA Q55DELTA WORE THAN Variable Q35DELTA Q37DELTA Q37DELTA Q37DELTA Q39BELTA	LANGE DELTA-INFORE INC & WORK GEP DELTA-INFORE INC GENERAL BEHTA-INFORE CHARGE BEHTA-INFORE CONFLICT C	N 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Mean 1.1147541 0.9333333 1.4049180 1.4049180 1.4049180 1.4026295 1.5081967 1.655737 1.2131148 1.4918033 1.3008197 1.5245902 IN A MANAGERIA Mean 0.5418596 0.642105 1.0526316	1.7990586 1.588482 1.7848788 1.7843784 1.6478169 1.6478169 1.780348 2.0807470 1.9071336 2.5074752 2.0111139 1.9287868 ML POSITION Std Dev 1.4460220 1.3324792 1.5925808	-3.000000 -2.000000 -2.000000 -1.000000 -1.000000 -1.000000 -2.000000 -2.000000 -3.000000 -3.000000 -4.000000 -4.000000 -4.000000 -5.000000 -5.000000 -5.000000	6.000000 5.000000 7.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 Maximum 5.000000 7.000000 7.000000
Variable Q35DBLTA Q37DBLTA Q39DBLTA Q39DBLTA Q39DBLTA Q4DBLTA Q4DBLTA Q4DBLTA Q4DBLTA Q4DBLTA Q4DBLTA Q4DBLTA Q4DBLTA Q4DBLTA Q5DBLTA Q5DBLTA Q5DBLTA Q5DBLTA Q5DBLTA Q35DBLTA Q35DBLTA Q35DBLTA Q35DBLTA Q35DBLTA Q35DBLTA	Label DELTA-HOUSE ID 8 WER GEP DELTA-HOUSE ID 18 WER GEP DELTA-HOUSE I	N 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Mean 1.147541 0.933333 1.439024 1.7049180 1.491803 1.4262295 1.5081867 1.4518033 1.1000000 2.9508197 1.524591 Mean 0.5438595 0.6845156 1.0175439	1.7990586 1.5185482 1.7946788 1.7946788 1.7946788 1.795781 1.6478169 1.7380348 2.0807470 1.5071392 2.0313139 2.8892131 1.9287868 ML POSITION Std Dev 1.4460220 1.3535088 1.8045295	-3.000000 -2.000000 -2.000000 -1.000000 -1.000000 -1.000000 -2.000000 -3.000000 -3.000000 -3.000000 -4.000000 -5.000000 -5.000000 -5.000000 -5.000000 -5.000000 -5.000000	6.000000 5.000000 6.000000 7.000000 6.000000 6.000000 7.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000
Variable Q35DELTA Q37DELTA Q37DELTA Q35DELTA Q35DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q50DELTA Q50DELTA Q50DELTA Q50DELTA Q50DELTA Q50DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA	LABOL DETAIL IN MAD GIVE DESCRIPTION OF THE PROPERTY OF THE PR	N 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Mean 1.1467541 1.9333333 1.4590140 1.7049140 1.4590140 1.4518033 1.4622257 1.6557377 1.2131148 1.4318033 1.1000000 2.5245902 IN A MANAGERIA 0.5438554 0.6842105 1.0536216 0.74556140	1.7990586 1.538482 1.7848788 1.7827344 1.773978.9 1.7380348 2.0807470 1.9071336 2.5074752 2.0311139 2.8892311 1.5287868 ML POSITION Std Dev 1.4860220 1.8524798 1.8045295 1.8045295 1.515768	-3.0000000 -2.0000000 -2.0000000 -1.0000000 -1.0000000 -1.0000000 -2.0000000 -3.0000000 -3.0000000 -4.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000	6.000000 5.000000 7.000000 7.000000 7.000000 6.000000 6.000000 6.000000 6.000000 6.000000 Maximum 5.0000000 7.0000000 7.00000000000000000
Variable Q35DELTA Q37DELTA Q37DELTA Q35DELTA Q35DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q51DELTA Q51	LANGE DELTA-INFORE INC & WORK GEP BUTTA-HANGING CHANGE BELTA-HANGING CHANGE BUTTA-HANGING CONFLICT CON	N 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Mean 1.147541 0.933333 1.4590164 1.704933333 1.4590164 1.704933333 1.4590164 1.704933333 1.4590164 1.202195 1.5081967 1.2131148 1.1000000 2.9508197 1.5245902 IN A MANAGERIA 0.542856 0.642105 1.0526316 1.0175439	1.7990586 1.5385482 1.7848788 1.7848788 1.7848788 1.784788 1.785781 1.6478169 1.7380348 2.0807470 1.5071336 2.8092131 1.5287868 ML POSITION Std Dev 1.4460220 1.3324792 1.5935808 1.5157661 1.4842756	-3.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -5.0000000 -5.0000000 -5.0000000	6.000000 5.000000 7.000000 6.000000 7.000000 6.000000 6.000000 6.000000 6.000000 6.000000 7.000000 6.000000 6.000000 7.000000 6.000000 6.000000 7.000000 7.000000 7.000000
Variable Q35DBLTA Q37DBLTA Q37DBLTA Q37DBLTA Q40BLTA	Label DELTA-HENGE ID 8 WER GEP DELTA-HENGE ID 8 WER GEP DELTA-HENGE ID 6 WER GEP DELTA-HENGE ID	81 61 61 61 61 61 61 61 61 61 61 61 61 61	Mean 1.1147541 1.147541 1.794383 1.4590164 1.7949883 1.4262285 1.5081897 1.6557377 1.6557377 1.6557377 1.5525827 1.5081897 1.5081897 1.50858837 1.5085887 1.508	1.7990586 1.51894812 1.79487914 1.7759794 1.6478169 1.7380348 1.6478169 1.5074752 2.0311139 2.8892111 1.9287868 LL POSITION Std Dev 1.4460220 1.3324792 1.5955808 1.8065295 1.13176666	-3.0000000 -2.0000000 -2.0000000 -2.0000000 -1.0000000 -2.0000000 -2.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000	6.000000 5.000000 6.000000 7.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 7.000000 7.000000 7.000000 7.000000 7.000000
Variable Q35DELTA Q37DELTA Q37DELTA Q35DELTA Q35DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q51DELTA Q51DELTA Q51DELTA Q51DELTA Q51DELTA Q64DELTA	Label DEEDA SEVEN IN 18 WOR GEP DEEDA SEVEN	N 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Mean 1.1467541 0.9333333 1.4590154 1.7049180 1.4918033 1.5081967 1.6557377 1.2131148 1.4918033 1.4918033 1.4918033 1.5081967 1.231148 1.4918033 1.5081967 1.5245902 IN A MANAGERIA Mean 0.5442105 0.7456140 0.7856140	1.7990586 1.5884852 1.7887364 1.77877364 1.7789781 1.64781698 1.78877470 1.5071470 2.5074752 2.0111139 2.151710N Std Dev 1.4650220 1.5975808 1.8045295 1.5157661 1.44427551 1.51776706	-3.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -6.0000000	6.000000 5.000000 7.000000 6.000000 7.000000 6.000000
Variable Q35DELTA Q37DELTA Q37DELTA Q37DELTA Q40DELTA Q40DELTA Q40DELTA Q40DELTA Q40DELTA Q40DELTA Q40DELTA Q50DELTA Q40DELTA Q40DELTA Q40DELTA Q40DELTA	LANGE DELTA-LEMONE INC & WORK GEP BELLTA-HEMONE INC GERINGE BELLTA-HAMAGING CHRANGE BELLTA-HAMAGING CONFLICT BELLTA-HAMAGING CONFLICT BELLTA-HAMAGING CONFLICT BELLTA-HOTTVATING PROPILED BELLTA-HOTTVATING PROPILED BELLTA-HOTTVATING PROPILED BELLTA-HOTTVATING PROPILED BELTA-HAMAGING BELLTA-HAMAGING BELLTA-HAMAGING BELLTA-HAMAGING BELTA-HAMAGING BELTA-HAMAGING FÜR BELTA-HOTTVATING FÜR BELTA-HOTTLAH BELTA-HOTTLAH BELTA-HOTTLAH BEHORD.	N 61 61 61 61 61 61 61 61 61 61 61 61 61	Mean 1.1147541 0.9333333 1.4590154 1.7049180 1.7049180 1.4262295 1.5081967 1.6557377 1.23218033 1.1000000 2.9508197 1.5245902 IN A MANAGERIA 0.5438596 0.6842105 0.789473 0.789473	1.7990585 1.5889785 1.5889785 1.7887344 1.7787344 1.6478168 2.08074753 2.08074753 2.08074753 2.8892111 1.9287868 LPOSITION SED Dev 1.4460220 1.3324792 1.5955808 1.5157661 1.4846221 1.4846221 1.4846221 1.4846221 1.4846221 1.4846221 1.4846221 1.4846221 1.4846221 1.4846221 1.4846221 1.4846221 1.4846221 1.4846221 1.4846221	-3.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -3.0000000 -3.0000000 -4.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000	6.000000 5.000000 6.000000 7.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 7.000000 6.000000 6.000000 7.000000 6.000000 7.000000 7.000000 6.000000 7.000000 6.000000 7.000000
Variable 035DELTA 025DELTA 025DELTA 025DELTA 040DELTA 040DELTA 040DELTA 040DELTA 040DELTA 040DELTA 050DELTA 05	Label DELTA-LEPORE IND & NORE GEP DELTA-MANDITHE CONTINUE DELTA-MANDITHE CONTINUE DELTA-MANDITHE CONTINUE DELTA-MANDITHE CONTINUE DELTA-MANDITHE CONTINUE DELTA-MANDITHE CONTINUE DELTA-MANDITHE DELTA-MA	N 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Mean 1.1147541 1.2933333 1.4590164 1.7933333 1.4590164 1.7938933 1.4262295 1.5081967 1.6081967 1.6081967 1.6081967 1.6081967 1.6081967 1.5081967 1.5081967 1.5081967 1.5081967 1.5081967 1.5081967 1.5081967 1.5081967 1.5081967 1.5081967 1.5081967 1.508196868697 1.60819737 1.60819737	1.7990586 1.538482) 1.7827344 1.77827344 1.7789781 1.6478169 1.7807348 2.5074752 2.0313139 2.8892131 1.5267868 L.5074752 1.4460220 1.4324792 1.8955808 1.5157661 1.4842756 1.4842756 1.3485421 1.5778704	-3.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000	6.000000 5.000000 6.000000 7.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000
Variable 0.55ELTA 0.35ELTA 0.36ELTA 0.36ELTA 0.36ELTA 0.35ELTA 0.35ELTA 0.40ELTA 0.	Label DELTA-HUMBER DE WOR GEP BELTA-HUMBER CHANGE TE BEST BEST BEST BEST BEST BEST BEST	61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Mean 1.1147541 1.147541 1.4590164 1.4590164 1.4918033 1.4918033 1.4918033 1.4918033 1.4918033 1.2918033 1.	1.7990586 1.5884858 1.7887364 1.77827364 1.77827364 1.7687369 1.64781699 1.6907130 1.5907130 2.59074752 2.0311131 1.5287868 1.5015785 1.53157868 1.6045295 1.53157868 1.53157868 1.53157868 1.53157868 1.53157868 1.53157868	-3.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -3.0000000 -3.0000000 -3.0000000 -4.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000 -6.0000000	6.000000 5.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 7.000000 7.000000 7.000000 6.000000 6.0000000 7.000000 7.000000 6.000000 7.000000 7.000000
Variable JSSELTA JSSE	Label DELTA-HUMBER DE WOR GEP BELTA-HUMBER CHANGE TE BEST BEST BEST BEST BEST BEST BEST	8 61 60 61 61 61 61 61 61 61 61 61 61 61 61 61	Mean 1.1147541 1.2933333 1.4590164 1.7933333 1.4590164 1.7938933 1.4262295 1.5081967 1.6081967 1.6081967 1.6081967 1.6081967 1.6081967 1.5081967 1.5081967 1.5081967 1.5081967 1.5081967 1.5081967 1.5081967 1.5081967 1.5081967 1.5081967 1.5081967 1.508196868697 1.60819737 1.60819737	1.7990586 1.538482) 1.7827344 1.77827344 1.7789781 1.6478169 1.7807348 2.5074752 2.0313139 2.8892131 1.5267868 L.5074752 1.4460220 1.4324792 1.8955808 1.5157661 1.4842756 1.4842756 1.3485421 1.5778704	-3.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000 -5.0000000	6.000000 5.000000 6.000000 7.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000

MORE THAN 10 BUT LESS THAN OR BOUAL TO 15 YES IN A MANAGERIAL POSITION

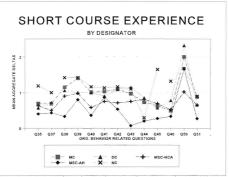
Variable	Label	26	Mean	Std Dev	Minimum	Maximum
Q35DELTA	DELTA-IMPOWR IND & WORK GRP	42	0.5714286	1.1292747	-2.0000000	4.0000000
Q37DELTA	DELTA-BUILDING TRUST	42	0.6428571	1.1649647	-2.0000000	4.0000000
Q38DELTA	DELTA-MANAGING CHANGE	42	0.8095238	1.2344268	-2,0000000	4.0000000
O39DELTA	DELTA-MANAGING CONFLICT	42	1.0476190	1.3784470	-2.0000000	4.0000000
O40DELTA	DELTA-BUILDING TEAMWORK	41	0.7317073	1.2046657	-2.0000000	4.0000000
Q41DELTA	DELTA-DEVLP POS ORGAN CLIMAT	42	0.7380952	1.2505516	-2,0000000	3.0000000
O42DELTA	DELTA-MOTIVATING PROPLE	42	0.8095238	1.2145077	-2.0000000	3.0000000
O43DELTA	DELTA-EMPLY COORD MECHNSM	42	0.8095238	1.4183139	-2.0000000	5.0000000
Q44DELTA	DELTA-DEVLP SUBORDINATES	42	0.3571429	1.1649647	-2,0000000	4.0000000
045DELTA	DELTA-UNDRSTND ROLE CO 4 XO	42	0.3095238	2.5897367	-10.0000000	6.0000000
O46DELTA	DELTA-PROM INNOVT & RISK BEVR	42	0.3571429	1.5899291	-5.0000000	3.0000000
OSODELTA.	DELTA-MANAGE LABOR RELATIONS	42	1.5952381	2.8375490	-7,0000000	9.0000000
Q51DBLTA	DELTA-MANG MULTI-CULT DIVESTY	42	0.3333333	1.6028430	-5.0000000	5.0000000
MORE THAN	15 YRS IN A MANAGERIAL POSITION	52				
Variable	Tabel.	N	Mean	Std Dev	Minimum	Maximum

Variable	Label	N	Mean	Std Dev	Minimum	Maximur
O35DELTA	DELTA-IMPOWR IND & WORK GRP	51	0.4313725	1.0817560	-3,0000000	3.000000
037DELTA	DELTA-BUILDING TRUST	51	0.2941176	0.9652796	-3.0000000	2.000000
038DELTA	DELTA-MANAGING CHANGE	51	0.6666667	1.2754084	-3.0000000	5.000000
39DELTA	DELTA-MANAGING CONFLICT	51	0.9019608	1.3153692	-2.0000000	4.000000
40DELTA	DELTA-BUILDING TRAMWORK	51	0.5882353	1.0035232	-2.0000000	3.000000
41DELTA	DELTA-DEVLP POS ORGAN CLIMAT	51	0.7843137	1.0452507	-1,0000000	3.000000
42DELTA	DELTA-MOTIVATING PEOPLE	51	0.7843137	0.9447481	-1.0000000	3.000000
43DELTA	DELTA-EMPLY COORD MECHNSM	51	0.6274510	1.3558877	-4.0000000	3.000000
044DELTA	DELTA-DEVLP SUBORDINATES	51	0.5490196	1.2540132	-2.0000000	5.000000
45DELTA	DELTA-UNDRSTND ROLE CO & XO	51	0.3333333	1.0708252	-3.0000000	3.000000
46DELTA	DELTA-PROM INNOVT & RISK BHVR	51	0.3137255	1.4627398	-5.0000000	3.000000
SODELTA	DELTA-MANAGE LABOR RELATIONS	51	0.6666667	2.6127891	-5.0000000	10.000000
SIDELTA	DELTA-MANG MULTI-CULT DIVESTY	51	0.3725490	1.6365914	-4.0000000	4.000000

APPENDIX G

SURVEY DEMOGRAPHICS AND GRAPHED AGGREGATE MEANS BY CORPS FOR THOSE RESPONDENTS WITH SHORT COURSE EXPERIENCE

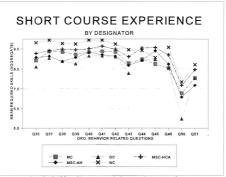
CORPS	Frequency	Percent	Pooled Sample Percentages
Medical	65	31.4	32.4
Dental	30	14.5	20.4
Medical Service-HCA	45	21.7	19.5
Medical Service-AH	15	7.2	6.3
Nurse	19	9.2	10.5
Did Not Indicate	33	15.9	10.9



Mean Aggregate Deltas by Designator for Respondents with Short Course Experience



Mean Current Skills (Aggregate) by Designator for Respondents with Short Course Experience



Mean Required Skills (Aggregate) by Designator for Respondents with Short Course Experience

APPENDIX H

SURVEY DEMOGRAHPICS AN GRAPHED AGGREGATE MEANS BY RANK FOR THOSE RESPONDENTS WITH SHORT COURSE EXPERIENCE

RANK	Frequency	Percent	Pooled Sample Percentages
Admiral	10	3.7	2.1
Captain	212	78.8	65.5
Commander	43	16.0	20.2
Lieutenant Commander	2	.74	9.2
Other	1	.37	2.3
Did not indicate	1	.37	.6



Aggregate Deltas by Rank for Respondents with Short Course Experience



Mean Current Skills (Aggregate) by Rank for Respondents with Short Course Experience

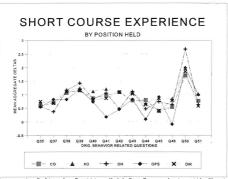


Mean Required Skills (Aggregate) by Rank for Respondents with Short Course Experience

APPENDIX I

SURVEY DEMOGRAPHICS AND GRAPHED
AGGREGATE MEANS BY POSITION HELD FOR THOSE
RESPONDENTS WITH SHORT COURSE EXPERIENCE

Organizational Position	Frequency	Percent	Pooled Sample Percentages
Commanding Officer (CO)	69	25.7	20.4
Executive Officer (XO)	41	15.2	15.1
Director (DIR)	19	7.1	29.4
Department Head (DH)	11	4.1	9.2
Operational Forces (OPS)	64	23.8	3.4
Other	65	24.2	22.5



Aggregate Deltas by Position Held for Respondents with Short Course Experience



Mean Current Skills (Aggregate) by Position Held for Respondents with Short Course Experience



Mean Required Skills (Aggregate) by Position Held for Respondents with Short Course Experience

APPENDIX J

MEANS FOR ALL ORGANIZATIONAL BEHAVIOR RELATED QUESTIONS FOR THOSE RESPONDENTS WITH NO SHORT COURSE EXPERIENCE BROKEN DOWN BY DESIGNATOR, RANK, POSITION HELD, AND YEARS IN A MANAGERIAL POSITION

DOOURD Variable Label

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C35OURS	IMPOWR IND & WORK GRP/CUR	207	8.0434783	1.6701385	2 0000000	10.0000000
C37OUES	BUILDING TRUST/CUR	207	8.5700483	1.3122542	4.0000000	10.0000000
C38OURS	MANAGING CHANGE/CUR	207	8.2173913	1.4299457	3.0000000	10.0000000
C39QUES	MANAGING CONFLICT/CUR	207	7.8647343	1.6193798	1.0000000	10.0000000
C400UES	BUILDING TRAMWORK/CUR	206	8.3252427	1.4670507	3.0000000	10.0000000
C41QUES	DEVLP POS ORGAN CLIMAT/CUR	207	8.2705314	1.4087973	4.0000000	10.0000000
C42QUES	MOTIVATING PEOPLE/CUR	207	8.0917874	1.4635640	4.0000000	10.0000000
C430UES	EMPLY COORD MECHNSM/CUR	207	7.4879227	1.6156393	3.0000000	10.0000000
C44QUES	DRVLP SUBORDINATES/CUR	207	8.2173913	1.3921022	3.0000000	10.0000000
C45QUES	UNDESTND ROLE CO & MO/CUR	207	7.6521739	1,9718363	0	10,0000000
C46QUES	PROM INNOVT & RISK BHVR/CUR	207	7.7487923	1.6764172	2.0000000	10.0000000
C500UES	MANAGE LABOR RELATIONS/CUR	206	4.8980583	2.5878320	2.0000000	10.0000000
C510URS	MANG MULTI-CULT DIVESTY/CUR	207	7.2995169	1.8583712	2.0000000	10,0000000
	namo monii coni nivanii/con	207	7.2773207	2.0505722	2.0000000	20.000000
POOLED						
Variable	Label	20	Mean	Std Dev	Minimum	Maximum
R35QUES	IMPOWR IND & WORK GRP/REQ	206	8.8592233	1.4498402	2.0000000	10.0000000
R37QUES	BUILDING TRUST/REQ	206	9.3106796	1.0867641	5.0000000	10.0000000
R38QUES	MANAGING CHANGE/REQ	206	9.1844660	1.0429561	6.0000000	10.0000000
R39QUES	MANAGING CONFLICT/REQ	206	9.1601942	1.1427686	4.0000000	10.0000000
R40QUES	BUILDING TEAMWORK/REQ	205	9.2439024	1.1110075	4.0000000	10.0000000
R41QUES	DEVLP POS ORGAN CLIMAT/REQ	206	9.3155340	1.0785950	3.0000000	10.0000000
R42QUES	MOTIVATING PROPER/REQ	206	9.2621359	1.2294053	2.0000000	10.0000000
R43QUES	EMPLY COORD MECHNSM/REQ	206	8.6165049	1.3301456	2.0000000	10.0000000
R44QUES	DEVLP SUBORDINATES/REQ	206	9.1067961	1.2090119	4.0000000	10.0000000
R45QUES	UNDRSTND ROLE CO & NO/REQ	206	9.0048544	1.4666955	2.0000000	10.0000000
R46QUES	PROM INNOVT & RISK BHVR/REQ	206	8.7038835	1.3083911	4.0000000	10.0000000
R50QUES	MANAGE LABOR RELATIONS/REQ	205	7.2097561	2.3989177	0	10.0000000
R51QUES	MANG MULTI-CULT DIVESTY/REQ	206	7.9417476	2.1337028	0	10.0000000
DOOURD						
Variable	Label	N	Mean	Std Dev	Minimum	Haximum
Q35DELTA	DRI/TA-IMPOWR IND & WORK GRP	206	0.8252427	1.7414722	-5.0000000	7.0000000
O37DELTA	DRI/TA-BUTI.DING TRUST	206	0.7475728	1.3772964	-4.0000000	4.0000000
038DELTA	DELTA-MANAGING CHANGE	206	0.9757282	1.4797472	-3.0000000	6.0000000
O39DELTA	DELTA-MANAGING CONFLICT	206	1.3058252	1.7720499	-4.0000000	9.0000000
O40DELTA	DELTA-BUILDING TRAMWORK	205	0.9268293	1,5369668	-3.00000000	6.0000000
Q41DELTA	DELTA-DEVLP POS ORGAN CLIMAT	205	1.0533981	1.5435351	-4.0000000	5.0000000
042DELTA	DELTA-MOTIVATING PROPLE	206	1.1796117	1.6175175	-4.0000000	6.0000000
043DELTA	DELTA-EMPLY COORD MECHNSM	206	1.1407767	1.7431643	-4.0000000	6.000000
	DELTA-DEVLP SUBORDINATES	206	0.8980583	1,5058572	-5.0000000	5.0000001
O44DELTA						
Q44DELTA Q45DELTA		206				
Q45DELTA	DELTA-UNDRSTND ROLE CO & XO		1.3640777	2.2390048	-8.0000000 -4.0000000	
Q45DELTA Q46DELTA	DELTA-UNDRSTND ROLE CO & NO DELTA-PROM INNOVT & RISK BHV	R 206	0.9660194	1.6331357	-4.0000000	6.000000
Q45DELTA	DELTA-UNDRSTND ROLE CO & XO	R 206 205				6.0000000 9.0000000 7.0000000

DESIGNATO	י אַ פּר					
Variable	Label	N	Hean	Std Dev	Hinimum	
	IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR MANAGING CONPLICT/CUR BUILDING TEAMNORK/CUR					
C35QUES	IMPOWR IND & WORK GRP/CUR	33	8.0606061	1.3905798	5.0000000	10.0000000
C37QUES	BUILDING TRUST/CUR	33	8.5454545	1.2769815	5.0000000	10.0000000
C38Gnwa	MANAGING CHANGE/CUR	33	8.2121212	1.3864878	5.0000000	10.0000000
C3aGnR8	MANAGING CONFLICT/COR	33	8.0606061	1.6382039	4.0000000	10.0000000
C40QUES	BUILDING TEAMNORE/CUR	32	8.2812500	1.5289544	5.0000000	10.0000000
C41QUES	DEVLP POS ORGAN CLIMAT/CUR	33				
C42QUES	MOTIVATING PROPLE/CUR	33	7.9090909	1.7385992	4.0000000	10.0000000
C43QUES	EMPLY COORD MECHNSM/CUR	33	7.5454545	1.4381175	5.0000000	10.0000000
C44QUES	DEVLP SUBORDINATES/CUR	33	7.9696970	1-4027840	5.0000000	10.0000000
C45QUES	UNDRSTND ROLE CO & MO/CUR	33	7.7878788	1.4525318 1.5466239 2.8453060	4.0000000	10.0000000
C46QUES	PROM INNOVT & RISK BHVR/CUR	33	7.7272727	1.5466239	5.0000000	10.0000000
C50QUES	MANAGE LABOR RELATIONS/CUR	32	4.9687500	2.8453060	0	10.0000000
C51QUES	DEVLP POS ORGAN CLIMAT/CUR MOTIVATINO PEOPLE/CUR EMPLY COORD MECHNEM/CUR DEVLP SUBORDINATES/CUR UNDESTAD ROLE CO & LO/CUR PROM INNOUT & RISK BHYR/CUR MANAGE LABOR RELATIONS/CUR MANG MULTI-CULT DIVESTY/CUR	33	4.9687500 6.8787879	1.9804920	2.0000000	10.0000000
DESIGNATO	DR - MC					
Variable	Label	N	Mean	Std Dev	Minimum	
	IMPOWR IND & WORK GRP/CUR	65	7 5538462			
C330UES	BUILDING TRUST/CUR	65	8.5076923	1.1742428	5.0000000	10.0000000
C37QUES	MANAGING CHANGE/CUR	65	8.1230769	1.3864038	4.0000000	10.0000000
Casdons	MANAGING CHANGE/COR	65	7.7538462			
0400000	MANAGING CONFLICT/CUR BUILDING TEAMWORK/CUR	65	8.2307692			10.0000000
Cauguss	DEVLP POS ORGAN CLIMAT/CUR	65	8.0769231	1.4285886	5.0000000	10.0000000
		65	8.0000000	1.4684175	4.0000000	
C42QUES	MOTIVATING PROPERTOR	65	7.2153846	1.7183959	3.0000000	10.0000000
C43G0R8	EMPLY COORD MECHNSM/CUR	65		1.7103939	3.0000000	10.0000000
		65	7.9230769 6.7230769	1.5742825	3.0000000	10.0000000
C45QUES	UNDESTND ROLE CO & MO/CUR PROM INNOVT & RISK BHVR/CUR	65	7.4769231	2.1973542		10.0000000
C46QUES	PROM INNOVY & RISK BHVR/CUR	65	4.2153846	1.7687186	3.0000000	10.0000000
C50QUES	MANAGE LABOR RELATIONS/CUR MANG MULTI-CULT DIVESTY/CUR	65	4.2153846	2.4205649	3.0000000 0 3.0000000	10.0000000
	HANG MULTI-CULT DIVESTI/CUR		6.9846154	1.8665837	3.0000000	10.0000000
DESIGNATO	DR = DC					
Variable	Label	ы				Maximum
Variable	Labe1					
Variable C350URS	Label TMPOWR IND & WORK GRP/CUR	30	8.3000000			10.0000000
Variable C350URS	Label TMPOWR IND & WORK GRP/CUR	30	8.3000000	1.2077337 1.5028708	4.0000000	10.0000000
Variable C350URS	Label TMPOWR IND & WORK GRP/CUR	30	8.3000000	1.2077337 1.5028708 1.6914253	4.0000000 5.0000000 3.0000000	10.0000000
Variable C350URS	Label TMPOWR IND & WORK GRP/CUR	30	8.3000000	1.2077337 1.5028708 1.6914253 1.7759569	4.0000000 5.0000000 3.0000000 3.0000000	10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES	Label IMPOWR IND & WORK GRF/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR MANAGING CONFLICT/CUR BUILDING TRAMMORK/CUR	30 30 30 30 30	8.3000000 8.5000000 8.0333333 7.5333333 8.1333333	1.2077337 1.5028708 1.6914253 1.7759569 1.4319828	4.0000000 5.0000000 3.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR HANAGING COMPLICT/CUR BUILDING TRAMWORK/CUR	30 30 30 30 30	8.3000000 8.5000000 8.0333333 7.5333333 8.1333333	1.2077337 1.5028708 1.6914253 1.7759569 1.4319828 1.5862194	4.0000000 5.000000 3.000000 4.000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR HANAGING COMPLICT/CUR BUILDING TRAMWORK/CUR	30 30 30 30 30	8.3000000 8.5000000 8.0333333 7.5333333 8.1333333	1.2077337 1.5028708 1.6914253 1.7759569 1.4319828 1.5862194 1.3390681	4.0000000 5.0000000 3.0000000 4.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR HANAGING COMPLICT/CUR BUILDING TRAMWORK/CUR	30 30 30 30 30	8.3000000 8.5000000 8.0333333 7.5333333 8.1333333	1.2077337 1.5028708 1.6914253 1.7759569 1.4319828 1.5862194 1.3390681 1.6760655	4.000000 5.000000 3.000000 4.000000 4.000000 4.000000 4.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR HANAGING COMPLICT/CUR BUILDING TRAMWORK/CUR	30 30 30 30 30	8.3000000 8.5000000 8.0333333 7.5333333 8.1333333	1.2077337 1.5028708 1.6914253 1.7759569 1.4319828 1.5862194 1.3390681 1.6760655	4.0000000 5.0000000 3.0000000 4.0000000 4.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR HANAGING COMPLICT/CUR BUILDING TRAMWORK/CUR	30 30 30 30 30	8.3000000 8.5000000 8.0333333 7.5333333 8.1333333	1.2077337 1.5028708 1.6914253 1.7759569 1.4319828 1.5862194 1.3390681 1.6760655	4.0000000 5.0000000 3.0000000 4.0000000 4.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR HANAGING COMPLICT/CUR BUILDING TRAMWORK/CUR	30 30 30 30 30	8.3000000 8.5000000 8.0333333 7.5333333 8.1333333	1.2077337 1.5028708 1.6914253 1.7759569 1.4319828 1.5862194 1.3390681 1.6760655	4.0000000 5.0000000 3.0000000 4.0000000 4.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C37QUES C38QUES C39QUES C40QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR HANAGING COMPLICT/CUR BUILDING TRAMWORK/CUR	30 30 30 30 30	8.3000000 8.5000000 8.0333333 7.5333333 8.1333333	1.2077337 1.5028708 1.6914253 1.7759569 1.4319828 1.5862194 1.3390681 1.6760655	4.0000000 5.0000000 3.0000000 4.0000000 4.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C35QUES C35QUES C35QUES C35QUES C40QUES C40QUES C40QUES C44QUES C44QUES C45QUES C45QUES C50QUES C50QUES	Label MAGNATIND & WORK GRF/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUG MANAGING CHANGE/CUG BULLING TRUST/CUG BUNGTIN BOOT & RISH BUNG/CUG PROM ISMOUT & RISH BUNG/CUG MANG MULLI-CUUT DIVENT/CUG MANG MULLI-CUUT DIVENT/CUG	30 30 30 30 30 30 30 30 30 30 30 30 30	8.3000000 8.5000000 8.03333333 8.1333333 8.3666667 8.000000 7.1333333 8.4000000 7.6666667 4.033333 7.3666667	1.2077337 1.5028708 1.6914253 1.7759569 1.4319928 1.5862194 1.3390681 1.6760655 1.2484473 2.0231420 1.9178532 2.3265089 1.6501480	4.0000000 5.0000000 3.0000000 4.0000000 4.0000000 4.0000000 6.0000000 2.0000000 2.0000000 0.000000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
Variable C35QUES C35QUES C35QUES C35QUES C40QUES C40QUES C40QUES C44QUES C44QUES C45QUES C45QUES C50QUES C50QUES	Label IMFOWN IND & MODE ORP/CUR ROLLDING TREST/CUR MANAGING CORRADIC/CUR MANAGING CHANNEL/CUR MOTIVATION FOR THE ORD THE	30 30 30 30 30 30 30 30 30 30 30 30 30	8.3000000 8.5000000 8.03333333 8.1333333 8.3666667 8.000000 7.1333333 8.4000000 7.6666667 4.033333 7.3666667	1.2077337 1.5028708 1.6914253 1.7759569 1.4319928 1.5862194 1.3390681 1.6760655 1.2484473 2.0231420 1.9178532 2.3265089 1.6501480	4.0000000 5.0000000 3.0000000 4.0000000 4.0000000 4.0000000 4.0000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
Variable C35QUES C37QUES C37QUES C39QUES C40QUES C41QUES C43QUES C43QUES C45QUES C50QUES C50QUES C51QUES C51QUES C51QUES	Label HYOMS IND & WORK ORP/COR HYOMS IND & WORK ORP/COR MANAGING CHAMBE/CUR MANAGING CHAMBE/CUR MANAGING CONSTICT/COR HOUSE PROFESSOR CLEAK/COR MOTIVATION ROOTAL/COR MANAGE LABOR REATTORN/COR MOTIVATION ROOTAL/COR MOTIVATION R	30 30 30 30 30 30 30 30 30 30 30 30 30	8.3000000 8.5000000 8.0333333 7.5333333 8.133333 8.3666667 8.0000000 7.1333333 8.4000000 7.9000000 7.6666667 7.3666667	1.2077337 1.5028708 1.6914253 1.7759569 1.4319828 1.5862194 1.3390681 1.6760655 1.2484473 2.031420 1.9178532 2.3265089 1.6501480	4.0000000 5.0000000 3.0000000 3.0000000 4.0000000 4.0000000 4.0000000 6.0000000 2.0000000 2.0000000 4.0000000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
Variable C35QUES C37QUES C37QUES C39QUES C40QUES C41QUES C43QUES C43QUES C45QUES C50QUES C50QUES C51QUES C51QUES C51QUES	Label HYOMS IND & WORK ORP/COR HYOMS IND & WORK ORP/COR MANAGING CHAMBE/CUR MANAGING CHAMBE/CUR MANAGING CONSTICT/COR HOUSE PROFESSOR CLEAK/COR MOTIVATION ROOTAL/COR MANAGE LABOR REATTORN/COR MOTIVATION ROOTAL/COR MOTIVATION R	30 30 30 30 30 30 30 30 30 30 30 30 30	8.3000000 8.5000000 8.0333333 7.5333333 8.133333 8.3666667 8.0000000 7.1333333 8.4000000 7.9000000 7.6666667 7.3666667	1.2077337 1.5028708 1.6914253 1.7759569 1.4319828 1.5862194 1.3390681 1.6760655 1.2484473 2.031420 1.9178532 2.3265089 1.6501480	4.0000000 5.0000000 3.0000000 3.0000000 4.0000000 4.0000000 6.0000000 2.0000000 0 4.00000000 Minimam	10.0000000 10.0000000 10.0000000 10.00000000
Variable C35QUES C37QUES C37QUES C39QUES C40QUES C41QUES C43QUES C43QUES C45QUES C50QUES C50QUES C51QUES C51QUES C51QUES	Label HYOMS IND & WORK ORP/COR HYOMS IND & WORK ORP/COR MANAGING CHAMBE/CUR MANAGING CHAMBE/CUR MANAGING CONSTICT/COR HOUSE PROFESSOR CLEAK/COR MOTIVATION ROOTAL/COR MANAGE LABOR REATTORN/COR MOTIVATION ROOTAL/COR MOTIVATION R	30 30 30 30 30 30 30 30 30 30 30 30 30	8.3000000 8.5000000 8.0333333 7.5333333 8.133333 8.3666667 8.0000000 7.1333333 8.4000000 7.9000000 7.6666667 7.3666667	1.2077337 1.5028708 1.6914253 1.7759569 1.4319828 1.5862194 1.3390681 1.6760655 1.2484473 2.031420 1.9178532 2.3265089 1.6501480	4.000000 5.000000 3.000000 4.000000 4.000000 4.000000 6.000000 5.000000 2.000000 6.000000 6.000000 6.000000 6.000000 6.0000000 6.000000 6.000000 6.000000 6.000000 6.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 Maximum
Variable C35QUES C37QUES C37QUES C39QUES C40QUES C41QUES C43QUES C43QUES C45QUES C50QUES C50QUES C51QUES C51QUES C51QUES	Label HYOMS IND & WORK ORP/COR HYOMS IND & WORK ORP/COR MANAGING CHAMBE/CUR MANAGING CHAMBE/CUR MANAGING CONSTICT/COR HOUSE PROFESSOR CLEAK/COR MOTIVATION ROOTAL/COR MANAGE LABOR REATTORN/COR MOTIVATION ROOTAL/COR MOTIVATION R	30 30 30 30 30 30 30 30 30 30 30 30 30	8.3000000 8.5000000 8.0333333 7.5333333 8.133333 8.3666667 8.0000000 7.1333333 8.4000000 7.9000000 7.6666667 7.3666667	1.2077337 1.5028708 1.6914253 1.7759569 1.4319828 1.5862194 1.3390681 1.6760655 1.2484473 2.031420 1.9178532 2.3265089 1.6501480	4.000000 5.000000 3.000000 4.000000 4.000000 6.000000 5.000000 2.000000 2.000000 Minimum 3.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 Maximum 10.0000000
Variable C35QUES C37QUES C37QUES C39QUES C40QUES C41QUES C43QUES C43QUES C45QUES C50QUES C50QUES C51QUES C51QUES C51QUES	Label HYOMS IND & WORK ORP/COR HYOMS IND & WORK ORP/COR MANAGING CHAMBE/CUR MANAGING CHAMBE/CUR MANAGING CONSTICT/COR HOUSE PROFESSOR CLEAK/COR MOTIVATION ROOTAL/COR MANAGE LABOR REATTORN/COR MOTIVATION ROOTAL/COR MOTIVATION R	30 30 30 30 30 30 30 30 30 30 30 30 30	8.3000000 8.5000000 8.0333333 7.5333333 8.133333 8.3666667 8.0000000 7.1333333 8.4000000 7.9000000 7.6666667 7.3666667	1.2077337 1.5028708 1.6914253 1.7759569 1.4319828 1.5862194 1.3390681 1.6760655 1.2484473 2.031420 1.9178532 2.3265089 1.6501480	4.000000 5.000000 3.000000 3.000000 4.000000 4.000000 6.000000 2.000000 2.000000 4.000000 Minimum 3.000000 5.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 Maximum 10.0000000 10.0000000
Variable C35QUES C37QUES C37QUES C39QUES C40QUES C41QUES C43QUES C43QUES C45QUES C50QUES C50QUES C51QUES C51QUES C51QUES	Label HYOMS IND & WORK ORP/COR HYOMS IND & WORK ORP/COR MANAGING CHAMBE/CUR MANAGING CHAMBE/CUR MANAGING CONSTICT/COR HOUSE PROFESSOR CLEAK/COR MOTIVATION ROOTAL/COR MANAGE LABOR REATTORN/COR MOTIVATION ROOTAL/COR MOTIVATION R	30 30 30 30 30 30 30 30 30 30 30 30 30	8.3000000 8.5000000 8.0333333 7.5333333 8.133333 8.3666667 8.0000000 7.1333333 8.4000000 7.9000000 7.6666667 7.3666667	1.2077337 1.5028708 1.6914253 1.7759569 1.4319828 1.5862194 1.3390681 1.6760655 1.2484473 2.031420 1.9178532 2.3265089 1.6501480	4.000000 5.000000 3.000000 4.000000 4.000000 4.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 7.000000 7.0000000 7.0000000 7.0000000 7.0000000 7.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 Maximum.
Variable 0350UES 0370UES 0360UES 0360UES 0400UES 0400UES 0400UES 0430UES 0450UES 0450UES 0500UES 05510UES 05510UES 05510UES 0370UES 0370UES 0390UES 0390UES 0390UES	Label MINOS DE LEVOR DEJ/CDR MANAGEME CRAMER/CDR MANAGEME CRAMER/CDR MINOS TRANSPECTOR MANAGEME CRAMER/CDR MINISTER TRANSPECTOR MINISTER TRANSPECTOR MINISTER TRANSPECTOR MINISTER TRANSPECTOR MINISTER MANAGEME CRAMER MANAGEME CRAMER CR	30 30 30 30 30 30 30 30 30 30 30 30 30 3	8.3000000 8.5000000 8.0333333 7.5333333 8.1323333 8.0000000 7.1333333 8.4000000 7.6666667 7.9000000 7.6666667 8.32579895 8.32578985 8.32578985 8.1052652 8.1052652 8.1052652 8.1052652 8.6315789	1.2077337 1.5028708 1.6914253 1.7753569 1.75542194 1.3390681 1.6760655 1.2484473 2.0231420 1.9178532 2.3165089 1.6501480 Std Dev Std Dev 1.8574650 1.7754005 1.7754005 1.9406394	4.000000 5.000000 3.000000 3.000000 4.000000 4.000000 6.000000 2.000000 2.000000 4.000000 3.000000 3.000000 4.000000 4.000000 4.000000 4.000000 4.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable C350UES C350UES C350UES C350UES C410UES C410UES C410UES C410UES C450UES C550UES C550UES C550UES C570UES C570U	LABASI INFORM IND & WORK ORP/COR MANAGING CHARME/COR MANAGING CHARME/COR MANAGING CORPLICE/COR MANAGING CORPLICE/COR MOTEVATION PROPER/COR MOTEVATION PROPER/COR MOTEVATION PROPER/COR MOTEVATION PROPER/COR MANAGING LABASE MEATAGON/COR LABASI LAPONS IND & WORK ORP/COR MANAGING CORPLICE/COR MANAGING CORPLICE/	30 30 30 30 30 30 30 30 30 30 30 30 30 3	8.3000000 8.5000000 8.0333333 7.5333333 9.3056667 8.0000000 7.1333333 8.4000000 7.30500000 7.30500000 7.305000000 7.305000000000 7.30500000000000000000000000000000000000	1.2077337 1.5028708 1.6914233 1.491923 1.491923 1.5862194 1.3390681 1.6760655 1.2484473 2.02146473 2.02146473 1.5501480 1.5501480 384 Dev	4.000000 5.000000 3.000000 3.000000 4.000000 4.000000 4.000000 2.000000 2.000000 4.000000 Minimum 3.000000 5.000000 4.000000 5.000000 5.000000 6.000000 5.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable C350UES C370UES C360UES C360UES C360UES C40UES C440UES C440UES C450UES C450UES C350UES C350UES C350UES C360UES C360UES C360UES C360UES C360UES C360UES C360UES	LABASI INFORM IND & WORK ORP/COR MANAGING CHARME/COR MANAGING CHARME/COR MANAGING CORPLICE/COR MANAGING CORPLICE/COR MOTEVATION PROPER/COR MOTEVATION PROPER/COR MOTEVATION PROPER/COR MOTEVATION PROPER/COR MANAGING LABASE MEATAGON/COR LABASI LAPONS IND & WORK ORP/COR MANAGING CORPLICE/COR MANAGING CORPLICE/	30 30 30 30 30 30 30 30 30 30 30 30 30 3	8.3000000 8.5000000 8.5000000 8.0333333 8.333333 8.366667 8.0000000 7.9000000 7.9000000 7.9600000 7.666667 3.333333 7.3666667 8.3157895 8.784737 8.5263158 8.1052632 8.615782 8.615782 8.615782	1.2077337 1.5028708 1.0729559 1.4719559 1.4719559 1.4719559 1.5862194 1.389681 1.6726655 2.0231420 2.0231420 2.19178532 2.2265089 Std Dav Std Dav 3.5862194 1.5874963 1.756005 1.756005 1.260396 1.4603918 1.4603918 1.4603918	4.000000 5.000000 1.000000 4.000000 4.000000 4.000000 2.000000 2.000000 2.000000 4.000000 5.000000 4.000000 4.000000 4.000000 4.000000 6.000000 6.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable	LANGE THE WORK ORP/COR MANAGEMENT OF WORK ORP/COR MANAGEMENT OR CRAMERIE/COR CORP. THE WORK ORP/COR MANAGEMENT OF THE WORK ORP.	30 30 30 30 30 30 30 30 30 30 30 30 30 3	8.3000000 8.5000000 8.5000000 7.5333333 8.3666667 8.0000000 7.9000000 7.9000000 7.9600000 7.9600000 7.9600000 7.9600000 7.9600000 7.9600000 7.9600000 7.9600000 7.9600000 8.3157895 8.4000000 8.3157895 8.3157895 8.3157895 8.3157895 8.4210526 8.6315789 8.6315789	1.2077337 1.5024708 1.07759569 1.419828 1.58621394 1.7760655 1.2864573 2.0231420 1.5760457 2.0231420 1.5760457 2.0231420 1.5760457 2.0231420 1.5776405 1.7754005 1.4063938 1.46370146	4.0000000 5.0000000 5.0000000 4.0000000 4.0000000 6.0000000 6.00000000 6.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable C350UES C370UES C390UES C390UES C390UES C400UES C400UES C400UES C40UES C40UES C40UES C450UES C350UES C350UES C350UES C350UES C390UES C390UES C40UES	LAND IND & WORK ORP/COR HOUSE IND & WORK ORP/COR HAMADISO CHAMPIC CUR MANADISO CONTLICT/COR MANADISO CONTLICT/COR MOTIVATION PROPERTY OF THE P	30 30 30 30 30 30 30 30 30 30 30 30 30 3	8.3000000 8.5000000 8.5000000 8.0333333 7.333333 8.3666667 8.0000000 7.1333333 6.40000000 7.666667 4.0333333 7.3666667 8.33538 8.32578957 8.2263158 8.105262	1.2077337 1.5024708 1.6914059 1.4914059 1.4319828 1.5862194 1.3390681 1.6760655 1.0481420 1.9178532 2.3265089 1.6501480 Std Dev 1.55749603 1.7754005 1.97754005 1.976405 1.976	4.0000000 5.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 5.0000000 4.0000000 4.0000000 5.0000000 5.0000000 5.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable 0350UES 0370UES 0380UES 0380UES 0400UES 0400UES 0410UES 0410UES 0430UES 0430UES 0430UES 0350UES 0350UES 0370UES 0390UES 0390UES 0440UES	LAND INC & WORK DEP/COR MANAGING CHAMBE/COR MANAGING CHAMBE/COR MANAGING CONFLICT/COR MANAGING CONFLICT/COR MOTIVATION PROFILE/COR MANAGING LAND ENTRY/COR MANAGING COMPANIE/COR MANAGING COMPANIE/COR MANAGING COMPANIE/COR MANAGING COMPANIE/COR MOTIVATION CO	30 30 30 30 30 30 30 30 30 30 30 30 30 3	8.3000000 8.5000000 8.5000000 8.5000000 8.0333333 8.366667 8.0000000 7.9000000 7.9000000 7.9600000 7.9600000 7.9600000 8.3137395 8.3157895 8.784737 8.5263158 8.2157895 8.2157895 8.2157895	1.2077337 1.5024708 1.0759569 1.4759569 1.4319828 1.5862194 1.3390681 1.2484473 2.0231420 2.1245089 Std Dev Std Dev Std Dev 3.574963 1.5754963 1.5754963 1.4609938 1.4609938 1.4609938 1.4609938 1.462998 1.462998 1.462998 1.462998 1.462998 1.462998 1.46298 1.462998 1.462	4.0000000 5.0000000 6.0000000 4.0000000 4.0000000 6.0000000 6.00000000 6.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable 0350WBB 0370WB 0370WB 0370WB 0390WB 0400WB 0410WBB 0410WBB 0410WBB 0410WBB 0410WBB 0410WBB 0410WBB 0410WBB 0410WBB 0370WBB 0370WBB 0370WBB 0370WBB 0410WBB 0410WBB 0410WBB 0410WBB 0410WBB 0410WBB 0410WBB 0410WBB	LANGE IND & WORK ORP/COR MANAGING CHAMBE/COR MANAGING CHAMBE/COR MANAGING COMPANIES/COR MONTYPATIES TRAMBERS/COR MONT	30 30 30 30 30 30 30 30 30 30 30 30 30 3	8.3000000 8.5000000 8.5000000 7.5333333 8.1333333 8.3666667 9.000000 7.9000000 7.9000000 7.9600000 7.9600000 7.9600000 7.9600000 7.9600000 7.9600000 8.2000000 8.2000000 8.2000000 8.2000000 8.20000000 8.20000000 8.20000000000	1.2077337 1.5028738 1.5028738 1.7759569 1.419828 1.58621948 1.6760653 1.28862194 1.7760653 1.28862194 1.2876089 1.5501480 Std Dev Std Dev 1.8572661 1.6501480 1.7754005 1.4603918 1.658545 1.858545	4.0000000 5.0000000 5.0000000 6.0000000 4.0000000 6.0000000 6.00000000 2.00000000 4.0000000 6.0000000 4.0000000 6.0000000 6.00000000 6.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable 0350UES 0370UES 0380UES 0380UES 0400UES 0400UES 0410UES 0410UES 0430UES 0430UES 0430UES 0350UES 0350UES 0370UES 0390UES 0390UES 0440UES	LAND INC & WORK DEP/COR MANAGING CHAMBE/COR MANAGING CHAMBE/COR MANAGING CONFLICT/COR MANAGING CONFLICT/COR MOTIVATION PROFILE/COR MANAGING LAND ENTRY/COR MANAGING COMPANIE/COR MANAGING COMPANIE/COR MANAGING COMPANIE/COR MANAGING COMPANIE/COR MOTIVATION CO	30 30 30 30 30 30 30 30 30 30 30 30 30 3	8.3000000 8.5000000 8.5000000 8.5000000 8.0333333 8.366667 8.0000000 7.9000000 7.9000000 7.9600000 7.9600000 7.9600000 8.3137395 8.3157895 8.784737 8.5263158 8.2157895 8.2157895 8.2157895	1.2077337 1.5024708 1.0759569 1.4759569 1.4319828 1.5862194 1.3390681 1.2484473 2.0231420 2.1245089 Std Dev Std Dev Std Dev 3.574963 1.5754963 1.5754963 1.4609938 1.4609938 1.4609938 1.4609938 1.462998 1.462998 1.462998 1.462998 1.462998 1.462998 1.46298 1.462998 1.462	4.0000000 5.0000000 6.0000000 4.0000000 6.0000000 6.0000000 6.00000000 7.0000000 6.00000000 6.00000000 6.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000

DESIGNATO	R - HCA					
Variable			Hean			Maximum
Casonne	IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR MANAGING CONFLICT/CUR BUILDING TEAMWORK/CUR	46	9.4000000	1.3382485		
C370028	BUTTOTHE BRUCH COUR	45	8.4000000	1.3284000	4.0000000	
C38OTTEC	MANAGING CHANGE/CUP	45	0.222222	1.2484334	4.0000000	
C390UES	MANAGING CONFLICT/CUR	45	8.0000000	1.4301939	4.0000000	10.0000000
C40QUES	BUILDING TEAMWORK/CUR	45	8.5111111	1.3420172	4.0000000	
		45	8.4888889	1.2177144	4.0000000	10.0000000
		45	8.3111111	1.2760419	4.0000000	10.0000000
C43QUES	EMPLY COORD MECHNSM/CUR	45	7.777778	1.3465256		10.0000000
		45	8.5111111	1.1603726	5.0000000	10.0000000
C45QUBS	UNDESTND ROLE CO & MO/CUR	45	8.844444	1.0861851	6.0000000	10.0000000
C46QUES	PROM INNOVT & RISK BHVR/CUR	45	8.244444	1.3510191 2.1695785 1.6090025	4.0000000	10.0000000
C50QUES	MANAGE LABOR RELATIONS/CUR MANG MULTI-CULT DIVESTY/CUR	45	6.444444 7.844444	2.1695785	0	10.0000000
	MANG MULTI-CULT DIVESTY/CUR	45	7.844444	1.6090025	4.0000000	10.0000000
DESIGNATO						
Variable		N				
			•••••			
C35QUES	IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR	15	8.2000000	1.2649111		10.0000000
C37QUES	BUILDING TRUST/CUR	15	8.4000000	1.2983506	6.0000000	10.0000000
C38QUBS	MANAGING CHANGE/CUR MANAGING CONPLICT/CUR BUILDING TEAMHORK/CUR	15	8.1333333	1.3020131	5.0000000	10.0000000
C39QUES	MANAGING COMPLICT/CUR	15	7.8666667 8.2666667	1.5522641	5.0000000	10.0000000
C40QUES	DEVLP POS ORGAN CLIMAT/CUR	15	8.2666667	1.3345233	6.0000000	10.0000000
C41QUES	MOTIVATING PROPLE/CUR	15	8.2666667	1.3870146	6.0000000	10.0000000
C42QUES	MOTIVATING PROPER/CUR	15		1.6329932	5.0000000	10.0000000
CAAOURG	EMPLY COORD MECHNSM/CUR DEVLP SUBORDINATES/CUR	1.5	0.000000			10.0000000
CAROTTRE	UNDESTND ROLE CO & XO/CUR PROM INNOVT & RISK BHVR/CUR	15	2 222222	2.4043611		10.0000000
C46OURS	DROM THROUT & DIGE BUILD/CHD	15	7.7333333	1.6818357		10.0000000
C500URS	MANAGE LABOR BELATIONS/CUR	15	5.0000000	2.9519969	1.0000000	10.0000000
C51QUES	MANAGE LABOR RELATIONS/CUR MANG MULTI-CULT DIVESTY/CUR	15	7.7333333	2.3441924	1.0000000	10.0000000
DESIGNATO Variable		N	Mean	Std Dev	Minimum	Maximum
Variable	Label		Mean			
Variable	Label					
Variable	Label					
Variable	Label					
Variable	Label					
Variable	Label					
Variable R35QUES R37QUES R38QUES R39QUES R40QUES	Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MUNICING COMPILET/REQ BUILDING TRAMWORK/REQ	33 33 33 33 32	8.6060606 9.2121212 9.1212121 9.1818182 9.1250000	1.5799405 1.0534935 1.2185436 1.2107473 1.3619246 1.1579763	3.0000000 7.000000 6.000000 4.000000 6.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R39QUES R40QUES	Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MUNICING COMPILET/REQ BUILDING TRAMWORK/REQ	33 33 33 33 32	8.6060606 9.2121212 9.1212121 9.1818182 9.1250000	1.5799405 1.0534935 1.2185436 1.2107473 1.3619246 1.1579763 1.6860614	3.0000000 7.0000000 6.000000 6.000000 4.000000 6.000000 2.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R39QUES R40QUES	Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MUNICING COMPILET/REQ BUILDING TRAMWORK/REQ	33 33 33 33 32	8.6060606 9.2121212 9.1212121 9.1818182 9.1250000	1.5799405 1.0534935 1.2185436 1.2107473 1.3619246 1.1579763 1.6860614 1.8360861	3.000000 7.000000 6.000000 6.000000 4.000000 2.000000 2.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R39QUES R40QUES	Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MUNICING COMPILET/REQ BUILDING TRAMWORK/REQ	33 33 33 33 32	8.6060606 9.2121212 9.1212121 9.1818182 9.1250000	1.5799405 1.0534935 1.2185436 1.2107473 1.3619246 1.1579763 1.6860614 1.8360861	3.0000000 7.0000000 6.0000000 6.0000000 4.0000000 2.0000000 2.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R39QUES R40QUES	Label IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ MUNICING COMPILET/REQ BUILDING TRAMWORK/REQ	33 33 33 33 32	8.6060606 9.2121212 9.1212121 9.1818182 9.1250000	1.5799405 1.0534935 1.2185436 1.2107473 1.3619246 1.1579763 1.6860614 1.8360861 1.5763402 1.8386631	3.0000000 7.0000000 6.0000000 4.0000000 2.0000000 2.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R38QUES R39QUES R40QUES R41QUES R42QUES R42QUES R45QUES R45QUES R45QUES	Label IMPOWR IND 6 WORK GRP/REQ BUILDING TROOTS AREO BUILDING TROOTS AREO BUILDING TRANSPORT, RED BUILD FORGAM CLIMAT/RED BUILD FORGAM CLIMAT/RED BUILD TORON BUILDING AREO BUILD TORON BUILDING AREO BUILD TORON TORON AREO BUILD TORON TORON TORON BUILDING TRANSPORT BUILDING TORON TORON TORON BUILDING TRANSPORT BUILD	33 33 33 33 32 33 33 33 33 33	8.6060606 9.2121212 9.1212121 9.1818182 9.1250000 9.1818182 8.9656570 8.3939394 8.7878788 8.5454545 8.4242424	1.5799405 1.0534935 1.2185436 1.2107473 1.3619246 1.1579763 1.6860614 1.8360861 1.5763402 1.8386631	3.0000000 7.0000000 6.0000000 4.0000000 6.0000000 2.0000000 2.0000000 4.0000000 3.0000000 5.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R37QUES R39QUES R40QUES R41QUES R42QUES R42QUES R44QUES R45QUES R45QUES R45QUES	Label LADel & WORK GBP/REQ PROVED THE GROUP ARGO REPORT OF THE GROUP ARGO MANAGING CHANNER/RED BUILDING TRANSCRIPED BUILDING T	33 33 33 33 32 33 33 33 33 33 33	8.6060606 9.2121212 9.1212121 9.1818182 9.1250000 9.1818182 8.9695670 8.3939394 8.7878788 8.5454545 8.4242424	1.5799405 1.0534935 1.2185436 1.2107473 1.3619246 1.1579763 1.6860614 1.8360861 1.5763403 1.4367999	3.0000000 7.0000000 6.0000000 4.0000000 6.0000000 2.0000000 2.0000000 4.0000000 3.0000000 5.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R37QUES R39QUES R40QUES R41QUES R42QUES R42QUES R44QUES R45QUES R45QUES R45QUES	Label IMPOWR IND 6 WORK GRP/REQ BUILDING TROOTS AREO BUILDING TROOTS AREO BUILDING TRANSPORT, RED BUILD FORGAM CLIMAT/RED BUILD FORGAM CLIMAT/RED BUILD TORON BUILDING AREO BUILD TORON BUILDING AREO BUILD TORON TORON AREO BUILD TORON TORON TORON BUILDING TRANSPORT BUILDING TORON TORON TORON BUILDING TRANSPORT BUILD	33 33 33 33 32 33 33 33 33 33	8.6060606 9.2121212 9.1212121 9.1818182 9.1250000 9.1818182 8.9695670 8.3939394 8.7878788 8.5454545 8.4242424	1.5799405 1.0534935 1.2185436 1.2107473 1.3619246 1.1579763 1.6860614 1.8360861 1.5763403 1.4367999	3.0000000 7.0000000 6.0000000 4.0000000 6.0000000 2.0000000 2.0000000 4.0000000 3.0000000 5.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R37QUES R39QUES R40QUES R41QUES R41QUES R42QUES R44QUES R44QUES R45QUES R45QUES	Label IMPOWE IND & MODE ORBY/REG SULLDING TROST/REG MANAGING CHANNEY/REG MANAGING CHANNEY/REG MANAGING CHANNEY/REG MOTIVATING POPEL/REG EMPLY CORE MECHANICALE MANAGE LABOR EXECTORS/REG MANE MELITICALE/REG MANAGE LABOR REALT/TOMP/REG MANAGE LABOR REALT/TOMP/R	33 33 33 33 32 33 33 33 33 33	8.6060606 9.2121212 9.1212121 9.1818182 9.1250000 9.1818182 8.9695670 8.3939394 8.7878788 8.5454545 8.4242424	1.5799405 1.0534935 1.2185436 1.2107473 1.3619246 1.1579763 1.6860614 1.8360861 1.5763403 1.4367999	3.0000000 7.0000000 6.0000000 4.0000000 6.0000000 2.0000000 2.0000000 4.0000000 3.0000000 5.0000000	10.0000000 10.0000000 10.0000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
Variable R35QUES R37QUES R39QUES R39QUES R40QUES R41QUES R41QUES R42QUES R44QUES R45QUES R45QUES R51QUES R51QUES R51QUES	LANAS LIGO & WORK ORP/REQ MANAGINE CHARME/REQ MANAGINE CHARME/REQ MANAGINE CHARME/REQ MANAGINE CHARME/REQ MANAGINE CHARME/REQ MOTIVATION PROFILE/REQ MANAGE LANGE REATFORM/REQ MANAGE REATFORM/REQ MANAGE LANGE REATFORM/REQ MANAGE REATFORM/REQ MANAGE LANGE REATFORM/REQ MANAGE LANGE REATFORM/REQ MANAGE LANGE REATFORM/REQ MANAGE LANGE REATFORM/REQ MANAGE REATFORM/REQ MANAGE REATFORM/REQ MANAGE LANGE REATFORM/REQ MANAGE REATFORM/RE	33 33 33 32 33 33 33 33 33 33 33 33 33	8.6060606 9.2121212 9.1212121 9.1818182 9.1250000 9.1818182 9.856870 8.3939394 8.7878788 8.5454544 6.9062500 7.3839394	1.5799405 1.0534935 1.218436 1.218436 1.2107473 1.3619246 1.1579763 1.686061 1.5763402 1.8360861 1.5763402 1.8386631 1.4367999 2.9877100 2.6568237	3.0000000 7.0000000 6.0000000 6.0000000 6.0000000 2.0000000 2.0000000 3.0000000 5.0000000 0	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R35QUES R37QUES R39QUES R39QUES R40QUES R40QUES R42QUES R44QUES R45QUES R45QUES R55QUES R51QUES DESIGNATO Variable	LABOR INC & WORK ORP/REQ MANAGING CHAMBE/REQ MANAGING CHAMBE/REQ MANAGING CONTINCY/REQ BOWLY FOR OBSERVA CHAMP/REQ BOWLY FOR OBSERVA CHAMP/REQ BOWLY BOWLY SET MAY REQ BOWLY BOWLY REG BOWLY BOWLY REG BOWLY BOWLY REG BOWLY BOWLY REG FROM INSOVE & RICK BWYN/REQ FROM INSOVE & RICK BWYN/REQ MANAGEMENT CONTINCY/REQ MANAGEMENT CONTINCY/REQ MANAGEM	33 33 33 33 33 33 33 33 33 33 33 32 33	8.6060506 9.2121212 9.1212121 9.1212121 9.1250000 9.1818182 9.955670 8.3939394 8.7878788 8.5454545 8.424244 6.9062500 7.3939394 Mean	1.5799405 1.0534935 1.218436 1.2107473 1.3619246 1.1579763 1.6860614 1.5763402 1.3763402 1.4367939 2.9877100 2.6566237 Std Dev	3.000000 7.000000 6.000000 6.000000 6.000000 6.000000 6.000000 2.000000 3.000000 5.000000 5.000000 Minimum	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R39QUES R39QUES R40QUES R41QUES R42QUES R43QUES R44QUES R45QUES R50QUES R51QUES DESIGNATO Variable	LABOR INC & WORK ORP/REQ MANAGING CHAMBE/REQ MANAGING CHAMBE/REQ MANAGING CONTINCY/REQ BOWLY FOR OBSERVA CHAMP/REQ BOWLY FOR OBSERVA CHAMP/REQ BOWLY BOWLY SET MAY REQ BOWLY BOWLY REG BOWLY BOWLY REG BOWLY BOWLY REG BOWLY BOWLY REG FROM INSOVE & RICK BWYN/REQ FROM INSOVE & RICK BWYN/REQ MANAGEMENT CONTINCY/REQ MANAGEMENT CONTINCY/REQ MANAGEM	33 33 33 33 33 33 33 33 33 33 33 32 33	8.6060606 9.2121212 9.1212121 9.1212121 9.1250000 9.1250000 9.1250000 9.1250000 8.727279798 8.5454545 8.424242 6.9062500 7.3939394 Mean 8.8153846 9.2461538	1.5799405 1.0534935 1.2188436 1.2107473 1.3619246 1.157976 1.8360861 1.5763402 1.836693 1.4367999 2.9877100 2.6568237	3.000000 7.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 0.000000 0.000000 0.000000 0.000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 Maximum 10.000000
Variable R35QUES R37QUES R39QUES R39QUES R40QUES R40QUES R42QUES R44QUES R45QUES R45QUES R55QUES R51QUES DESIGNATO Variable	LABOR INC & WORK ORP/REQ MANAGING CHAMBE/REQ MANAGING CHAMBE/REQ MANAGING CONTINCY/REQ BOWLY FOR OBSERVA CHAMP/REQ BOWLY FOR OBSERVA CHAMP/REQ BOWLY BOWLY SET MAY REQ BOWLY BOWLY REG BOWLY BOWLY REG BOWLY BOWLY REG BOWLY BOWLY REG FROM INSOVE & RICK BWYN/REQ FROM INSOVE & RICK BWYN/REQ MANAGEMENT CONTINCY/REQ MANAGEMENT CONTINCY/REQ MANAGEM	33 33 33 33 33 33 33 33 33 33 33 32 33	8.6060606 9.2121212 9.1812012 9.1812012 9.1812012 8.9696970 8.3939394 8.7878788 8.5454545 8.424242 7.3938394 8.8153846 9.2461538	1.5799405 1.0534935 1.218436 1.218436 1.2107473 1.207473 1.686061 1.579746 1.686061 1.5763402 1.8386631 1.4367939 2.987710 2.6568207	3.000000 7.000000 6.000000 6.000000 6.000000 2.000000 2.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R39QUES R39QUES R40QUES R40QUES R42QUES R44QUES R45QUES R45QUES R55QUES R51QUES DESIGNATO Variable	LABOR INC & WORK ORP/REQ MANAGING CHAMBE/REQ MANAGING CHAMBE/REQ MANAGING CONTINCY/REQ BOWLY FOR OBSERVA CHAMP/REQ BOWLY FOR OBSERVA CHAMP/REQ BOWLY BOWLY SET MAY REQ BOWLY BOWLY REG BOWLY BOWLY REG BOWLY BOWLY REG BOWLY BOWLY REG FROM INSOVE & RICK BWYN/REQ FROM INSOVE & RICK BWYN/REQ MANAGEMENT CONTINCY/REQ MANAGEMENT CONTINCY/REQ MANAGEM	33 33 33 33 33 33 33 33 33 33 33 32 33	8.6060606 9.2121212 9.1212121 9.1212121 9.12120000 9.1212121 9.1250000 9.1212121 8.7527979 8.7527979 8.5454545 8.424242 6.9062500 7.3939394 Mean 8.8153846 9.2461538 9.0933077 9.1384615	1.5799405 1.0534935 1.218436 1.2107473 1.3619246 1.1579763 1.665061 1.5763402 1.8386631 1.4367999 2.9877100 2.6568237 Std Dev	3.0000000 7.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R350VES R370VES R390VES R390VES R390VES R400VES R410VES R410VES R410VES R410VES R450VES R450VES R500VES R500VES R500VES R500VES R500VES R500VES R370VES R390VES R390VES R390VES R390VES	LAND INC. & WORK ORP/REQ. IMPOWE INC. & WORK ORP/REQ. RANNING CHARMET/REG. RANNING CHARMET/REG. RANNING CHARMET/REG. RANNING CHARMET/REG. REGIVE TO CORE MICHIGAN REG. REFLY COCES MICHIGAN REG. R MC Label INFOWE IND & WORK ORP/REG. BUILDING TROUT/REG. BUILDING TROUT/REG. REG. MC REFLY REG. REG. REG. REG. REG. REG. REG. REG.	33 33 33 32 33 33 33 33 33 33 32 33 33 3	8.6060606 9.2121212 9.1212121 9.1212121 9.1212121 9.1212121 8.6056570 8.3939394 8.7878788 8.5454545 8.4242424 6.9062500 7.3939394 Mean 8.8153846 9.2461538 9.2461538 9.12161538 9.12161538	1.5799405 1.0534935 1.218436 1.218436 1.2107474 1.2579763 1.6860614 1.3579763 1.836663 1.4367999 2.9877100 2.6568237 8td Dev	3.0000000 7.0000000 6.0000000 6.0000000 6.0000000 2.0000000 4.0000000 3.0000000 6.00000000 6.0000000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R35QUES R37QUES R39QUES R39QUES R39QUES R40QUES R41QUES R41QUES R40QUES R41QUES R45QUES R51QUES R51QU	LAND INC & WORK ORP/RED HOUSE INC & WORK ORP/RED MANAGINE CREMINE/RED MANAGINE CONVILCY/RED MANAGINE CONVILCY/RED MANAGINE CONVILCY/RED MOTIVATION PROPERTY/RED MOTIVATION PROPERTY/RED MOTIVATION PROPERTY/RED MOTIVATION PROPERTY/RED MOTIVATION PROPERTY/RED MOTIVATION ROLL CLEAN/RED MONAGE LAND REALT/MON/RED MANAGE LAND REALT/MON/RED MONAGINE CONVINCENT/RED	33 33 33 32 33 33 33 33 33 33 33 33 32 33 33	8.6060506 9.2121212 9.1221212 9.1250000 9.1818182 8.9696570 9.1818182 8.9696570 9.3939394 8.7872788 8.962500 7.3939394 8.8153846 9.2461538 9.2461538 9.2461538 9.2461538 9.2461538 9.1210769	1.5799405 1.0534935 1.218943 1.318943 1.3519246 1.579763 1.6860614 1.8360861 1.5763402 2.9877100 2.6568237 Std Dev 1.6094672 1.0994672 1.0994672 1.0994673 1.1660255 1.166025 1.16602	3.000000 7.000000 6.000000 6.000000 6.000000 2.000000 2.000000 3.000000 5.000000 6.000000 5.000000 5.000000 5.000000 5.000000 5.000000 5.000000 5.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R350WE R370WE R390WE R390WE R390WE R400WE R400WE R440WE R420WE R450WE R500WE	LAND INC & WORK ORP/RED HOUSE INC & WORK ORP/RED MANAGINE CREMINE/RED MANAGINE CONVILCY/RED MANAGINE CONVILCY/RED MANAGINE CONVILCY/RED MOTIVATION PROPERTY/RED MOTIVATION PROPERTY/RED MOTIVATION PROPERTY/RED MOTIVATION PROPERTY/RED MOTIVATION PROPERTY/RED MOTIVATION ROLL CLEAN/RED MONAGE LAND REALT/MON/RED MANAGE LAND REALT/MON/RED MONAGINE CONVINCENT/RED	33 33 33 32 33 33 33 33 33 33 33 33 32 33 33	8.6060606 9.2131212 9.1821812 9.1821812 9.1825000 9.1818182 8.5596570 8.5596570 8.5596570 8.5546545 6.262424 6.9062500 7.393934 8.6153846 9.2461538 9.023077 9.1384615 9.1384615	1.5799405 1.0534935 1.0534935 1.2107473 1.3619246 1.15797602 1.878060514 1.87806011 1.8780601 1.8386631 1.4367999 2.9877100 2.6566237 2.656637 2.6566237 2.6566237 2.6566237 2.6566237 2.6566237 2.6566237 2.6566237 2.6566237 2.6566237 2.6566237 2.6566237 2.6566237 2.656637 2.656637 2.656637 2.656637 2.656637 2.656637 2.656637 2.656637 2.656637 2.656637 2.656637 2.656637 2.656637 2.656637 2.65663	3.000000 7.000000 6.000000 6.000000 6.000000 6.000000 5.000000 5.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R35QUES R37QUES R39QUES R39QUES R40QUES R50QUES R50QUES R50QUES R30QUES R30QUES R30QUES R30QUES R30QUES R30QUES R30QUES R30QUES R30QUES R40QUES R40QUES R40QUES R40QUES R40QUES R41QUES R41QUES	LAND INC & WORK ORP/RED HOUSE INC & WORK ORP/RED MANAGINE CREMINE/RED MANAGINE CONVILCY/RED MANAGINE CONVILCY/RED MANAGINE CONVILCY/RED MOTIVATION PROPERTY/RED MOTIVATION PROPERTY/RED MOTIVATION PROPERTY/RED MOTIVATION PROPERTY/RED MOTIVATION PROPERTY/RED MOTIVATION ROLL CLEAN/RED MONAGE LAND REALT/MON/RED MANAGE LAND REALT/MON/RED MONAGINE CONVINCENT/RED	33 33 33 32 33 33 33 33 33 33 33 33 32 33 33	8.6060505 9.2121212 9.125000 9.1818182 9.1250000 8.8939394 8.7878788 8.5454545 6.424244 6.424245 6.5151846 9.2022077 9.1384615 9.120769 9.120769 9.120769 9.120769	1.5799405 1.0554835 1.0554835 1.2107473 1.3619246 1.6560644 1.5797402 1.5763402 1.5763402 1.4367939 2.6568237 Std Dev Std Dev 1.6004625 1.0565728 1.1973528 1.166255 0.98302915 0.98302915 1.2438399	3.000000 7.000000 6.000000 6.000000 6.000000 2.000000 2.000000 3.000000 5.000000 9.000000 5.000000 5.000000 5.000000 5.000000 6.000000 5.000000 6.000000 6.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R35QUES R37QUES R37QUES R39QUES R39QUES R44QUES R44QUES R44QUES R44QUES R44QUES R44QUES R44QUES R44QUES R44QUES R45QUES R45QUES R51QUES R51QUES R31QUES R31QUES R31QUES R31QUES R31QUES R31QUES R44QUES	HANNE INC & WORK ORF/RED ENTILLING TROOP FASO OF CHILD TO THE PROPERTY OF CHILD TROOP FASO OF CHILD TROOP FASO OF CHILD TROOP FASO OF CHILD TROOP CHILD TROOP CHILD TROOP CHILD TROOP CHILD TROOP FASO OF CHIL	33 33 33 32 33 33 33 33 33 32 33 33 32 33 33	8.6060506 9.2131212 9.1231212 9.1231212 9.1250000 9.1818182 8.9696970 9.1818182 8.9797978 8.7979798 8.7979798 8.7979798 8.7979798 8.224242 6.9062500 7.3939394 Mean 8.8153846 9.24247	1.5799405 1.0534935 1.2384935 1.238493 1.349247 1.3419245 1.579763 1.6860614 1.8360861 1.57999 2.9877100 2.6568237 Std Dev 1.69446729 1.69446739 1.0565728 1.1973528 1.1660255 1.0565728 1.1673528 1.167	3.0000000 7.0000000 7.0000000 6.0000000 6.0000000 2.0000000 1.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R37QUES R36QUES R40QUES R41QUES R37QUES R37QUES R37QUES R37QUES R37QUES R37QUES R37QUES R31QUES R41QUES R41QU	LAND IND & WORK ORP/RED IMPOWED IND & WORK ORP/RED MANAGING CHANNEY/RED MANAGING CHANNEY/RED MANAGING CHANNEY/RED MANAGING CHANNEY/RED MOTEVATION PROPER/RED MANAGINE LAND REALT/TOM/RED MANAGINE LAND REALT/TOM/RED MANAGINE LAND REALT/TOM/RED MANAGINE CHANNEY/RED MOTEVATION CHANNEY/RED MOTEV	33 33 33 33 33 33 33 33 33 33 33 33 33	8.6060506 9.2131312 9.1250000 9.1250000 9.1818182 8.9595970 8.9595970 8.9595970 8.5445454 6.9062500 9.2461538 9.2461538 9.2461538 9.2461538 9.2461538 9.32107692 9.3076923 9.3084154 8.7230769 9.3084154 8.72307692 9.3084154	1.5799405 1.0534935 1.0534935 1.2107473 1.3619246 1.65860514 1.57963402 1.8386631 1.4367999 2.9877100 2.5568237 5td Dev 1.6094672 1.0901658 1.0555728 1.1460255 0.9830291 1.2438309 0.9465079 1.2438309 1.2438309 1.2438309	3.0000000 7.0000000 7.0000000 6.00000000 6.00000000 3.0000000 6.00000000 6.00000000 6.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R350WBS R370WBS R370WBS R390WBS R400WBS R410WBS	LAND INC. 6 WORK ORP/REQ. IMPOWE INC. 6 WORK ORP/REQ. MANAGINS CHARMET/REG. MANAGINS CONTINCY/REG. MANAGINS CONTINCY/REG. MANAGINS CONTINCY/REG. MENUE POOR MACHINEY/REG. MENUE POOR MACHINEY/REG. MENUE POOR MACHINEY/REG. MENUE POOR REG. MANAGINE CULTCULT DITERTY/REG. MANAGINE CULTCULT DITERTY/REG. MANAGINE CULTCULT DITERTY/REG. MANAGINE CULTCULT DITERTY/REG. MENUE POOR REG.	33 33 33 32 33 33 33 33 33 33 33 33 33 3	8.6060505 9.2131212 9.1231212 9.1250000 8.391250000 8.391250000 8.39129394 8.7878788 8.5454545 6.424244 6.424244 7.39139394 Mean 8.8558446 9.0523077 9.1384615 9.1652308 9.1652308 9.1652308 9.1652308 9.1652308	1.5799405 1.0554835 1.0554835 1.2107473 1.3619246 1.1579763 1.1579763 1.5763402 1.5763402 1.6367950 2.6568237 Std Dev Std Dev 1.698472 1.09847	3.0000000 3.0000000 4.0000000 4.0000000 4.0000000 3.0000000 5.0000000 5.0000000 5.0000000 5.0000000 5.0000000 5.0000000 5.0000000 5.0000000 5.0000000 5.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R350WBS R370WBS R370WBS R390WBS R400WBS R410WBS	LAND IND & WORK ORP/RED IMPOWED IND & WORK ORP/RED MANAGING CHANNEY/RED MANAGING CHANNEY/RED MANAGING CHANNEY/RED MANAGING CHANNEY/RED MOTEVATION PROPER/RED MANAGINE LAND REALT/TOM/RED MANAGINE LAND REALT/TOM/RED MANAGINE LAND REALT/TOM/RED MANAGINE CHANNEY/RED MOTEVATION CHANNEY/RED MOTEV	33 33 33 32 33 33 33 33 33 33 33 33 33 3	8.6060505 9.2131212 9.1231212 9.1250000 8.391250000 8.391250000 8.39129394 8.7878788 8.5454545 6.424244 6.424244 7.39139394 Mean 8.8558446 9.0523077 9.1384615 9.1652308 9.1652308 9.1652308 9.1652308 9.1652308	1.5799405 1.0534935 1.0534935 1.2107473 1.3619246 1.65860514 1.57963402 1.8386631 1.4367999 2.9877100 2.5568237 5td Dev 1.6094672 1.0901658 1.0555728 1.1460255 0.9830291 1.2438309 0.9465079 1.2438309 1.2438309 1.2438309	3.0000000 3.0000000 4.0000000 4.0000000 4.0000000 3.0000000 5.0000000 5.0000000 5.0000000 5.0000000 5.0000000 5.0000000 5.0000000 5.0000000 5.0000000 5.0000000	MAXIMUM 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000

DESIGNATO						
Variable	Label	25	Mean	Std Dev	Minimum	Maximum
	IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ BUILDING TRUST/REQ BUILDING TEAMWORK/REQ BUILDING TEAMWORK/REQ BUILDING TEAMWORK/REQ BUILDING TEAMWORK/REQ BUILDING TEAMWORK/REQ BUILDING TEAMWORK/REQ BUILDING TO THE TOWN OF THE BUILDING TOWN OF THE TOWN OF THE BUILDING THE TOWN OF THE TOWN OF THE MANAGE LABOR RELATIONS/REQ MANAGE LABOR RELATIONS/REQ MANAGE MILET-CULT LIVENET/REQ MANAGE MILET-CULT LIVENET/REQ					
R35QUES	IMPOWR IND & WORK GRP/REQ	30	8.8666667	0.9732042	7.0000000	10.0000000
R37QUES	BUILDING TRUST/REQ	30	9.3000000	0.9878573	7.0000000	10.0000000
R38QUES	MANAGING CHANGE/REQ	30	9.0666667	0.9444332	7.0000000	10.0000000
R39QUES	MANAGING CONFLICT/REQ	30	9.1333333	0.9371024	7.0000000	10.0000000
R40QUES	BUILDING TEAMWORK/REQ	30	9.3333333	0.9942363	6.0000000	10.0000000
R41QUES	DEVLP POS ORGAN CLIMAT/REQ	30	9.3333333	0.8840866	7.0000000	10.0000000
R42QUES	MOTIVATING PROPER/REU	30	9.3333333	1 3035135	4.0000000	10.0000000
R43QUES	EMPLY COORD MECHNSM/REU	30	8.4000000	0.0400041	4.00000000	10.0000000
RATOURS	DEVLY SUBORDINATES/REQ	30	9.1000007	1 4605035	3 0000000	10.0000000
PASOURE	DROW INNOVE & DICK BUVE/DEC	30	8 7000000	1 1492126	6 0000000	10.0000000
RECOURS	MANAGE LABOR BELATIONS/BEG	30	6.8666667	1.7564332	2.00000000	10.0000000
PS10UPC	MANG MULTI-CULT DIVESTY/REG	3.0	8.3000000	1.3683617	4 0000000	10 0000000
102000						201000000
DESIGNATO	DR = NC					
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
DA FORM	IMPOWR IND & WORK GRP/RED BUILLING TRUST/RED BUILLING TRUST/RED BUILLING TEAMWORK/RED BUILLING TEAMWORK/RED BUILLING TEAMWORK/RED BUYLL FOR GROAD CLIMES/RED BUYLL SUGGESTANTES/RED BUYLL SUGGESTANTES/RED UNDERSTON SIZE BUYLLING BOOM INNOVE, SIZE BUYLLING MANAGE LANGER RELATIONS/RED MANAGE HALF-LULT DIVERSET/RED MANAGE HALF-LULT DIVERSET/RED	10	0.7369421	0.6533763	9 0000000	10 00000
казфоро	IMPOWE IND & WORK GRP/RED	19	0.0047360	0.6533763	8.0000000	10.0000000
R37QUES	BOILDING INVOIVED	10	0.7004733	0.4366313	0.0000000	10.0000000
R38QUES	MANAGING CHANGS/REQ	19	9.7054/3/	0.5555054	8.0000000	10.0000000
PACCURG	BUILDING TRANSORK/REG	19	9.7368421	0.6533763	8 0000000	10.0000000
RATOURS	DRVLP POS ORGAN CLIMAT/REO	19	9.8947368	0.4588315	8.0000000	10.0000000
B420UBS	MOTIVATING PROPER/BRO	19	9.7368421	0.5619515	8.0000000	10.0000000
R430UES	EMPLY COORD MECHNSM/REO	19	9.2105263	0.9176629	8,0000000	10.0000000
R44QUES	DEVLP SUBORDINATES/REQ	19	9.7368421	0.6533763	8.0000000	10.0000000
R45QUES	UNDESTND ROLE CO & XO/REQ	19	9.6315789	0.7608859	8.0000000	10,0000000
R46QUES	PROM INNOVY & RISK BHVR/REQ	19	9.8421053	0.3746343	9.0000000	10.0000000
RSOQUES	MANAGE LABOR RELATIONS/REQ	19	8.6315789	1.4224598	5.0000000	10.0000000
R51QUES	MANG MULTI-CULT DIVESTY/REQ	19	9.1578947	1.0145145	7.0000000	10.0000000
DESIGNATO						
DESIGNATO	OR = HCA Label	N	Mean	Std Dev	Minimum	Maximum
DESIGNATO	OR = HCA Label	N	Mean	Std Dev	Minimum	Maximum
DESIGNATO	OR = HCA Label	N	Mean	Std Dev	Minimum	Maximum 10.0000000
DESIGNATO	OR = HCA Label	N	Mean	Std Dev	Minimum	Maximum 10.000000 10.000000
DESIGNATO	OR = HCA Label	N	Mean	Std Dev	Minimum	Maximum 10.0000000 10.0000000 10.0000000
DESIGNATO	OR = HCA Label	N	Mean	Std Dev	Minimum	Maximum 10.0000000 10.0000000 10.0000000 10.0000000
DESIGNATO	OR = HCA Label	N	Mean	Std Dev	Minimum	Maximum 10.0000000 10.0000000 10.0000000 10.0000000
DESIGNATO	OR = HCA Label	N	Mean	Std Dev	Minimum	Maximum 10.0000000 10.0000000 10.0000000 10.0000000
DESIGNATO	OR = HCA Label	N	Mean	Std Dev	Minimum	Maximum 10.0000000 10.0000000 10.0000000 10.0000000
DESIGNATO	OR = HCA Label	N	Mean	Std Dev	Minimum	Maximum 10.0000000 10.0000000 10.0000000 10.0000000
DESIGNATO	OR = HCA Label	N	Mean	Std Dev	Minimum	Maximum 10.0000000 10.0000000 10.0000000 10.0000000
DESIGNATO	OR = HCA Label	N	Mean	Std Dev	Minimum	Maximum 10.0000000 10.0000000 10.0000000 10.0000000
DESIGNATO	OR = HCA Label	N	Mean	Std Dev	Minimum	Maximum 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
DESIGNATO	OR = HCA Label	N	Mean	Std Dev	Minimum	Maximum 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
DESIGNATO	DE - HCA Label HOSE ORF/REQ RULLING TRUE TRUET/REQ RULLING TRUET/REQ RULLING TRUET/REQ RAMACHEN CREMER/REQ RAMACHEN CREMER/REQ RAMACHEN CREMER/REQ RAMACHEN CREMER/REQ ROTEVATION PROPERLY PROP ROTEVATION PROPERLY REQ ROTEVATION PROPERLY REQ ROTEVATION FROM CLEMAT/REQ ROTEVATION FROM ROTEVATION FROM ROTEVATION FROM ROTEVATION FROM ROTEVATION ROTE ROTEVATION ROTEVATIVE/REQ RAMACHE LABOR REALTONOR/REQ RAMACHE LABOR REALTONOR/RED RAMACHE LABOR REALT	N	Mean	Std Dev	Minimum	Maximum 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
Variable R35QUES R37QUES R37QUES R38QUES R40QUES R40QUES R41QUES R44QUES R44QUES R45QUES R45QUES R45QUES R55QUES R50QUES R50QUES R50QUES	OR - NICA Label HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVE FOR THE STATE OF THE STAT	N 45 45 45 45 45 45 45 45 45	Mean 8.622222 9.200000 9.111111 8.888889 9.2000000 9.22222 8.6444444 8.666667 8.622222 6.822222 7.5333333	Std Dev 1. 6277269 1.3416408 1.3126201 1.3521401 1.0787198 1.4238233 1.5582669 1.3786121 1.3786121 1.3787649 1.3532602 2.5071615 2.3702704	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maximum 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
Variable R35QUES R37QUES R37QUES R38QUES R40QUES R40QUES R41QUES R44QUES R44QUES R45QUES R45QUES R45QUES R55QUES R50QUES R50QUES R50QUES	OR - NICA Label HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVE FOR THE STATE OF THE STAT	N 45 45 45 45 45 45 45 45 45	Mean 8.622222 9.200000 9.111111 8.888889 9.2000000 9.22222 8.6444444 8.666667 8.622222 6.822222 7.5333333	Std Dev 1. 6277269 1.3416408 1.3126201 1.3521401 1.0787198 1.4238233 1.5582669 1.3786121 1.3786121 1.3787649 1.3532602 2.5071615 2.3702704	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maximum 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R37QUES R38QUES R40QUES R40QUES R41QUES R44QUES R44QUES R45QUES R45QUES R45QUES R55QUES R50QUES R50QUES R50QUES	OR - NICA Label HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVE FOR THE STATE OF THE STAT	N 45 45 45 45 45 45 45 45 45	Mean 8.622222 9.200000 9.111111 8.888889 9.2000000 9.22222 8.6444444 8.666667 8.622222 6.822222 7.5333333	Std Dev 1. 6277269 1.3416408 1.3126201 1.3521401 1.0787198 1.4238233 1.5582669 1.3786121 1.3786121 1.3787649 1.3532602 2.5071615 2.3702704	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maximum 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R37QUES R38QUES R40QUES R40QUES R41QUES R44QUES R44QUES R45QUES R45QUES R45QUES R55QUES R50QUES R50QUES R50QUES	OR - NICA Label HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVE FOR THE STATE OF THE STAT	N 45 45 45 45 45 45 45 45 45	Mean 8.622222 9.200000 9.111111 8.888889 9.2000000 9.22222 8.6444444 8.666667 8.622222 6.822222 7.5333333	Std Dev 1. 6277269 1.3416408 1.3126201 1.3521401 1.0787198 1.4238233 1.5582669 1.3786121 1.3786121 1.3787649 1.3532602 2.5071615 2.3702704	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maximum 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R37QUES R38QUES R40QUES R40QUES R41QUES R44QUES R44QUES R45QUES R45QUES R45QUES R55QUES R50QUES R50QUES R50QUES	OR - NICA Label HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVE FOR THE STATE OF THE STAT	N 45 45 45 45 45 45 45 45 45	Mean 8.622222 9.200000 9.111111 8.888889 9.2000000 9.22222 8.6444444 8.666667 8.622222 6.822222 7.5333333	Std Dev 1. 6277269 1.3416408 1.3126201 1.3521401 1.0787198 1.4238233 1.5582669 1.3786121 1.3786121 1.3787649 1.3532602 2.5071615 2.3702704	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maximum 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R37QUES R38QUES R40QUES R40QUES R41QUES R44QUES R44QUES R45QUES R45QUES R45QUES R55QUES R50QUES R50QUES R50QUES	OR - NICA Label HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVE FOR THE STATE OF THE STAT	N 45 45 45 45 45 45 45 45 45	Mean 8.622222 9.200000 9.111111 8.888889 9.2000000 9.22222 8.6444444 8.666667 8.622222 6.822222 7.5333333	Std Dev 1. 6277269 1.3416408 1.3126201 1.3521401 1.0787198 1.4238233 1.5582669 1.3786121 1.3786121 1.3787649 1.3532602 2.5071615 2.3702704	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maximum 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R37QUES R38QUES R40QUES R40QUES R41QUES R44QUES R44QUES R45QUES R45QUES R45QUES R55QUES R50QUES R50QUES R50QUES	OR - NICA Label HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVE FOR THE STATE OF THE STAT	N 45 45 45 45 45 45 45 45 45	Mean 8.622222 9.200000 9.111111 8.888889 9.2000000 9.22222 8.6444444 8.666667 8.622222 6.822222 7.5333333	Std Dev 1. 6277269 1.3416408 1.3126201 1.3521401 1.0787198 1.4238233 1.5582669 1.3786121 1.3786121 1.3787649 1.3532602 2.5071615 2.3702704	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maximum 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R37QUES R38QUES R40QUES R40QUES R41QUES R44QUES R44QUES R45QUES R45QUES R45QUES R55QUES R50QUES R50QUES R50QUES	OR - NICA Label HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVE FOR THE STATE OF THE STAT	N 45 45 45 45 45 45 45 45 45	Mean 8.622222 9.200000 9.111111 8.888889 9.2000000 9.22222 8.6444444 8.666667 8.622222 6.822222 7.5333333	Std Dev 1. 6277269 1. 3416408 1. 3126201 1. 3521401 1. 0787198 1. 4238233 1. 5592669 1. 3376649 1. 3376649 2. 3702704 Std Dev	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maximum 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R37QUES R38QUES R40QUES R40QUES R41QUES R44QUES R44QUES R45QUES R45QUES R45QUES R55QUES R50QUES R50QUES R50QUES	OR - NICA Label HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVE FOR THE STATE OF THE STAT	N 45 45 45 45 45 45 45 45 45	Mean 8.622222 9.200000 9.111111 8.888889 9.2000000 9.22222 8.6444444 8.666667 8.622222 6.822222 7.5333333	Std Dev 1. 6277269 1. 3416408 1. 3126201 1. 3521401 1. 0787198 1. 4238233 1. 5592669 1. 3376649 1. 3376649 2. 3702704 Std Dev	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maximum 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R37QUES R38QUES R40QUES R40QUES R41QUES R44QUES R44QUES R45QUES R45QUES R55QUES R55QUES R55QUES R55QUES R55QUES	OR - NICA Label HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVE FOR THE STATE OF THE STAT	N 45 45 45 45 45 45 45 45 45	Mean 8.622222 9.200000 9.111111 8.888889 9.2000000 9.22222 8.6444444 8.666667 8.622222 6.822222 7.5333333	Std Dev 1. 6277269 1. 3416408 1. 3126201 1. 3521401 1. 0787198 1. 4238233 1. 5592669 1. 3376649 1. 3376649 2. 3702704 Std Dev	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maximum 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable R35QUES R37QUES R37QUES R38QUES R40QUES R40QUES R41QUES R44QUES R44QUES R45QUES R45QUES R55QUES R55QUES R55QUES R55QUES R55QUES	OR - NICA Label HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVOM IND & WORK ORP/REQ HOVE FOR THE STATE OF THE STAT	N 45 45 45 45 45 45 45 45 45	Mean 8.622222 9.200000 9.111111 8.888889 9.2000000 9.22222 8.6444444 8.666667 8.622222 6.822222 7.5333333	Std Dev 1. 6277269 1. 3416408 1. 3126201 1. 3521401 1. 0787198 1. 4238233 1. 5592669 1. 3376649 1. 3376649 2. 3702704 Std Dev	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maximum 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.0000000 10.0000000 10.0000000
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Variable R35QUES R37QUES R37QUES R38QUES R40QUES R40QUES R41QUES R44QUES R44QUES R45QUES R45QUES R55QUES R55QUES R55QUES R55QUES R55QUES	28 - BCA Label HWOME IND & WORK GRP/REQ HWOME IND & WORK GRP/REQ HAMAGING CHAMPER AND HAMAGINE CHAMPER AND HAMAGINE CHAMPER AND HAMAGINE CHAMPER AND HAMAGINE CHAMPER AND HAMAGIN	N 45 45 45 45 45 45 45 45 45	Mean 8.622222 9.200000 9.111111 8.888889 9.2000000 9.22222 8.6444444 8.666667 8.622222 6.822222 7.5333333	Std Dev 1. 6277269 1. 3416408 1. 3126201 1. 3521401 1. 0787198 1. 4238233 1. 5592669 1. 3376649 1. 3376649 2. 3702704 Std Dev	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maximum 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.0000000 10.0000000 10.0000000 10.0000000

DESIGNATOR =					- 1
Variable Label	N	Mean	Std Dev	Minimum	Maximum
Q35DELTA DELTA-IMPOWR IND & WORK GRP	22	0.5454545	1.8215877	-4.0000000	4.000000
Q37DELTA DELTA-BUILDING TRUST	33	0.6666667	1.3385315	-3.0000000	4.000000
O38DELTA DELTA-MANAGING CHANGE	33	0.9090909	1.4000812	-3.0000000	4.000000
Q39DELTA DELTA-MANAGING CONFLICT	33	1.1212121	1.7985685	-3.0000000	5.000000
040DELTA DELTA-BUILDING TEAMNORK	32	0.8437500	1.5473051	-3.0000000	4.000000
041DELTA DELTA-DEVLP POS ORGAN CLIMAT		1.0000000	1.5206906	-4.0000000	4.000000
042DELTA DELTA-MOTIVATING PROPER	33	1.0606061	1.7666953	-4 0000000	4.000000
043DELTA DELTA-EMPLY COORD MECHNSM	33	0.8484848	1.6031456	-4.0000000	4.000000
Q44DELTA DELTA-DEVLP SUBORDINATES	33	0.8181818	1.7221815	-5,0000000	4.000000
Q45DELTA DELTA-UNDRSTND ROLE CO & XO		0.7575758	2.0314758	-6.0000000	4.000000
Q46DELTA DELTA-PROM INNOVT & RISK BHVE	33	0.6969697	1.7407766		3.000000
Q50DELTA DELTA-MANAGE LABOR RELATIONS		1.9375000	3.1819805	-4.0000000	8.000000
OSIDELTA DELTA-MANG MULTI-CULT DIVESTY			2.1523419		
DESIGNATOR - MC					
Variable Label	N	Mean	Std Dev	Minimum	Maximum
Q35DELTA DELTA-IMPOWR IND & WORK GRP	65	1,2615385	1.7345472	-2.0000000	5.000000
Q37DELTA DELTA-BUILDING TRUST	65	0.7384615	1.0936882	-2.0000000	4.0000000
Q38DELTA DELTA-MANAGING CHANGE	65	0.9692308	1.3459340	-2.0000000	6.0000000
Q39DELTA DELTA-MANAGING CONFLICT	65	1.3846154	1.8344985	-4.0000000	9.0000000
Q40DELTA DELTA-BUILDING TEAMWORK	65	0.8923077	1.5012815	-3.0000000	6.000000
Q41DELTA DELTA-DEVLP POS ORGAN CLIMAT		1.2307692	1.5285740	-3.0000000	5.000000
Q42DELTA DELTA-MOTIVATING PEOPLE	65	1.3846154	1.5379807	-1.0000000	6.0000000
Q43DELTA DELTA-EMPLY COORD MECHNSM	65	1.5076923	1.9049531	-4.0000000	6.0000000
Q44DELTA DELTA-DEVLP SUBORDINATES	65	1.2461538	1.5414154	-2.0000000	5.0000000
Q45DELTA DELTA-UNDRSTND ROLE CO & XO	65	2.3692308	2.1977917	-2.0000000	
Q46DELTA DELTA-PROM INNOVT & RISK BHVF	65	1.0923077		-3.0000000	5.000000
Q50DELTA DELTA-MANAGE LABOR RELATIONS Q51DELTA DELTA-MANG MULTI-CULT DIVESTY	65	3.3384615	2.6825648		
USIDELTA DELTA-MANG MULTI-CULT DIVESTI			2.0745713		
DESIGNATOR - DC					
	N	Mean	Std Dev	Minimum	Maximum
DESIGNATOR - DC Variable Label Q35DELTA DELTA-IMPOWE IND & WORK GRP	N 30	Mean 0.5666667	Std Dev 1.1043280	Minimum -2.0000000	Maximum 4.000000
DESIGNATOR = DC Variable Label G35DELTA DELTA-IMPOWR IND & WORK GRP G37DELTA DELTA-BUILDING TRUST				-2.0000000 -1.0000000	4.0000000
DESIGNATOR = DC Variable Label 035D8LTA DELTA-SULLDING TRUST 037D8LTA DELTA-BUILDING TRUST 038DBLTA DELTA-MANAGING CHANGE	30	0.5666667	1.1043280	-2.0000000 -1.0000000 -2.0000000	4.0000000
DESIGNATOR - DC Variable Label OSDBLEA DELTA-INFOWE LND & MORE GRP DOTTOLS DELTA-SULLING TRUST Q35BLEA DELTA-MANAGING COMPLICT OSDBLEA DELTA-MANAGING COMPLICT	30 30 30 30	0.5666667 0.8000000 1.0333333 1.6000000	1.1043280 1.2429109 1.7317190 1.6315848	-2.0000000 -1.0000000 -2.0000000	4.000000 4.000000 6.000000 6.000000
DESIGNATOR - DC Variable Label 035DBLFA DELTA-IMPOWE IND 6 WORK GRP 035DBLFA DELTA-SULLDING TRUST 035DBLFA DELTA-SHANACING CHANNE 045DBLFA DELTA-SHANACING TRUST 045DBLFA DELTA-SULLDING TRUST	30 30 30 30 30 30	0.5666667 0.8000000 1.0333333 1.6000000	1.1043280 1.2429109 1.7317190 1.6315848 1.5844068	-2.0000000 -1.0000000 -2.0000000 0	4.000000 4.000000 6.000000 6.000000
DESIGNATOR - DC Variable Label C35DELFA DELTA-INFOWN IND 8 WORK ORP G37DELFA DELTA-SULDING TRUST G35DELFA DELTA-SULDING CRUST G40DELFA DELTA-SUADIOLOGUELIC G40DELFA DELTA-SUADIOLOGUELI	30 30 30 30 30 30 30	0.5666667 0.8000000 1.0333333 1.6000000 1.2000000 0.9666667	1.1043280 1.2429109 1.7317190 1.6315848 1.5844068 1.3256965	-2.0000000 -1.000000 -2.0000000 0 -2.0000000 -2.0000000	4.000000 4.000000 6.000000 6.000000 4.000000
DESIGNATOR - DC VATIABLE LABEL 055DELTA DELTA-THYOWE IND & WORK GRP 075DELTA DELTA-SULLDING TRUST 035DELTA DELTA-MANACING CHANGE 035DELTA DELTA-MANACING COMPLICAT 041DELTA DELTA-MANACING COMPLICAT 041DELTA DELTA-MANACING COMPLICAT 041DELTA DELTA-MANACING COMPLICAT 041DELTA DELTA-MOTIVATING PROPILE	30 30 30 30 30 30 30 30	0.5666667 0.8000000 1.0333333 1.6000000 1.2000000 0.9666667 1.33333333	1.1043280 1.2429109 1.7317190 1.6315848 1.5844068 1.3256965 1.5829552	-2.0000000 -1.0000000 -2.0000000 0 -2.0000000 -2.0000000	4.000000 4.000000 6.000000 6.000000 4.000000 4.000000
DESIGNATOR - DC VARIABLE LABEL CASTRILA BELLA-INFOWN IND & WORK GRP GOTHELTA BELLA-SULLING TRUST GOTHELTA BELLA-SULLING TRUST GOTHELTA BELLA-SULLING TRUST GOTHELTA BELLA-SULLING TRAMMOUN GALBELTA BELLA-SULLING GALBELTA	30 30 30 30 30 30 30 30 30	0.566667 0.8000000 1.033333 1.6000000 1.2000000 0.966667 1.333333 1.2666667	1.1043280 1.2429109 1.7317190 1.6315848 1.5844068 1.3256965 1.5829552 2.5742176	-2.000000 -1.0000000 -2.0000000 0 -2.0000000 -2.0000000 -2.0000000	4.000000 4.000000 6.000000 6.000000 6.000000 4.000000 6.000000 6.000000
DESIGNATOR - DC Variable Labol 0350BLFA BELFA-LEDGOS LDS - BOOK GEP 0350BLFA BELFA-LEDGOS LDS - BOOK GEP 0350BLFA BELFA-MANACING COMPLICT 0350BLFA BELFA-MANACING COMPLICT 0450BLFA BELFA-MANACING COMPLICT 0450BLFA BELFA-MOUNT DO ROMAN CLIMAT 0450BLFA BELFA-MOUNT DO ROMAN CLIMAT 0450BLFA BELFA-MOUNT DO ROUTE 0440BLFA BELFA-MOUNT DO ROU	30 30 30 30 30 30 30 30 30 30	0.566667 0.8000000 1.033333 1.6000000 1.2000000 0.966667 1.333333 1.266667 0.766667	1.1043280 1.2429109 1.7317190 1.6315848 1.5844068 1.3256965 1.5829552 1.5742176 1.1351237	-2.000000 -1.000000 -2.000000 0 -2.000000 -2.000000 -1.000000	4.000000 4.000000 6.000000 6.000000 4.000000 6.000000 6.000000 6.000000
DESTRIBATOR - DC Variable Label BETA-INDOES IND 6 MORE GRP 0770ELTA DELTA-INDOES IND 6 MORE GRP 0770ELTA DELTA-MARKING CHANGE 0400ELTA DELTA-MORE POR GRO CON ENGINEER 0400ELTA DELTA-MORE POR GRO CON ENGINEER	30 30 30 30 30 30 30 30 30 30 30	0.5666667 0.8000000 1.0333333 1.6000000 0.9666667 1.333333 1.2666667 0.7666667 1.1566667	1.1043280 1.2429109 1.7317190 1.6315848 1.5844068 1.3256965 1.5829552 1.5742176 1.1351237 1.8585002	-2.000000 -1.000000 -2.000000 0 -2.000000 -2.000000 -1.000000 -1.000000	4.000000 4.000000 6.000000 6.000000 4.000000 4.000000 6.000000 6.000000 8.000000
DESTONATOR - DC Variable Label DEFA-RECORD IND & MODE GRP 07700EFA DEFA-RECORD IND & MODE GRP 07700EFA DEFA-RECORD IND & MODE GRP 07700EFA DEFA-RECORD CONFLICT 07700EFA DEFA-RECORD CONFLICT 07700EFA DEFA-RECORD FOR GREAK CLIAR 0410EFA DEFA-RECORD FOR GREAK CLIAR 0410EFA DEFA-RECORD FOR DODGER 0440EFA DEFA-RECORD STRONGUENTES 04	30 30 30 30 30 30 30 30 30 30 30 30 30 3	0.5666667 0.8000000 1.0333333 1.6000000 0.9666667 1.3333333 1.2666667 0.7666667 1.1666667	1.1043280 1.2429109 1.7317190 1.6315848 1.5844068 1.3256965 1.5829552 1.5742176 1.1351237 1.8585002 1.4499306	-2.0000000 -1.0000000 -2.0000000 -2.0000000 -2.0000000 -1.0000000 -1.0000000 -1.0000000	4.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000
DESIGNATOR - DC Variable Labol 0550ELDA BELDA-187000 LDB = NOW GRP 0550ELDA BELDA-187000 LDB = NOW GRP 0550ELDA BELDA-187000 LDB = NOW GRP 0550ELTA BELDA-NAMACINE GUARME 0550ELTA BELDA-NAMACINE GUARME 0450ELTA BELDA-NAMACINE ORDITIOT 0450ELTA BELDA-NOWIN DOUBLE 0450ELTA BELDA-NOWIN DOUBLE 0450ELTA BELDA-NOWIN DOUBLE 0450ELTA BELDA-NOWIN BELDA CO & NOW 0450ELTA BELDA NOWIN BELDA CO & NOW 0450ELTA BELDA CO & NOW 0450ELTA BELDA NOW 0450ELTA BELDA CO & NOW 0450ELTA BELDA C	30 30 30 30 30 30 30 30 30 30 30 30 30 3	0.566667 0.8000000 1.033333 1.600000 0.966667 1.333333 1.266667 1.1666667 1.033333 2.833333 2.8333333	1.1043280 1.2429109 1.7317190 1.6315848 1.5844068 1.3256965 1.5822552 1.5742176 1.1351237 1.8585002 1.4499306 2.3792687	-2.0000000 -1.0000000 -2.0000000 -2.0000000 -2.0000000 -1.0000000 -1.0000000 -1.0000000	4.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 9.000000 8.000000 6.000000 7.000000
DESTONATOR - DC Variable Label DEFA-RECORD IND & MODE GRP 07700EFA DEFA-RECORD IND & MODE GRP 07700EFA DEFA-RECORD IND & MODE GRP 07700EFA DEFA-RECORD CONFLICT 07700EFA DEFA-RECORD CONFLICT 07700EFA DEFA-RECORD FOR GREAK CLIAR 0410EFA DEFA-RECORD FOR GREAK CLIAR 0410EFA DEFA-RECORD FOR DODGER 0440EFA DEFA-RECORD STRONGUENTES 04	30 30 30 30 30 30 30 30 30 30 30 30 30 3	0.5666667 0.8000000 1.0333333 1.6000000 0.9666667 1.3333333 1.2666667 0.7666667 1.1666667	1.1043280 1.2429109 1.7317190 1.6315848 1.5844068 1.3256965 1.5829552 1.5742176 1.1351237 1.8585002 1.4499306	-2.0000000 -1.0000000 -2.0000000 -2.0000000 -2.0000000 -1.0000000 -1.0000000 -1.0000000	4.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000
DESIGNATOR - DC Variable Labol 0550ELDA BELDA-187000 LDB = NOW GRP 0550ELDA BELDA-187000 LDB = NOW GRP 0550ELDA BELDA-187000 LDB = NOW GRP 0550ELTA BELDA-NAMACINE GUARME 0550ELTA BELDA-NAMACINE GUARME 0450ELTA BELDA-NAMACINE ORDITIOT 0450ELTA BELDA-NOWIN DOUBLE 0450ELTA BELDA-NOWIN DOUBLE 0450ELTA BELDA-NOWIN DOUBLE 0450ELTA BELDA-NOWIN BELDA CO & NOW 0450ELTA BELDA NOWIN BELDA CO & NOW 0450ELTA BELDA CO & NOW 0450ELTA BELDA NOW 0450ELTA BELDA CO & NOW 0450ELTA BELDA C	30 30 30 30 30 30 30 30 30 30 30 30 30 3	0.566667 0.8000000 1.033333 1.600000 0.966667 1.333333 1.266667 1.1666667 1.033333 2.833333 2.8333333	1.1043280 1.2429109 1.7317190 1.6315848 1.5844068 1.3256965 1.5822552 1.5742176 1.1351237 1.8585002 1.4499306 2.3792687	-2.0000000 -1.0000000 -2.0000000 -2.0000000 -2.0000000 -1.0000000 -1.0000000 -1.0000000	4.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 9.000000 8.000000 6.000000 7.000000
DESIGNATOR - DC Variable Labol OTTORIAN DELTA-LEGON ID 8 800 GEP 0770ELTA DELTA-LEGON ID 8 800 GEP 0770ELTA DELTA-SEGON ID 8 800 GEP 0770ELTA DELTA-SEGON ID 8 800 GEP 0370ELTA DELTA-SHAMACINE CONTLICT 0470ELTA DELTA-SHAMACINE CONTLICT 0470ELTA DELTA-SEGUN FOR GENERAL CLIMAT 0470ELTA DELTA-SEGUN FOR GENERAL CLIMAT 0470ELTA DELTA-SEGUN FOR CO 8 100 0470ELTA DELTA-MENUE SEGONEMENTE 0450ELTA DELTA-MENUE SEGONEMENTE 0450ELTA DELTA-MENUE SEGONEMENTE 0450ELTA DELTA-MENUE SEGONEMENTE 0510ELTA DELT	30 30 30 30 30 30 30 30 30 30 30 30 30 3	0.566667 0.800000 1.033333 1.600000 0.200000 0.966667 1.333333 1.266667 1.166667 1.166667 1.033333 2.833333 0.933333	1.1043280 1.2429109 1.7317190 1.6315848 1.5844068 1.3256965 1.5822552 1.5742176 1.1351237 1.8585002 1.4499306 2.3792687	-2.000000 -1.000000 -2.000000 -2.000000 -2.000000 -2.000000 -1.000000 -1.000000 -1.000000 -1.000000 -2.000000	4.000000 4.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 7.000000 4.000000
DESCRIBATOR - DC VATIABLE LABOL DISDELTA BELFA-BILDOWN IND & WORK GRP DYDELTA DELTA-BILDOWN IND & WORK GRP DYDELTA DELTA-BILDOWN IND & WORK GRP 0400ELTA DELTA-BILDOWN IND & WORK GRP 0400ELTA DELTA-MONACHINO TRANSCIR 0410ELTA DELTA-MONACHINO TRANSCIR D	30 30 30 30 30 30 30 30 30 30 30 30 30 3	0.5666667 0.8000000 1.033333 1.6000000 0.9666667 1.333333 1.2666667 1.1666667 1.1656667 1.0333333 0.8333333 0.8333333	1.1043280 1.2429109 1.7317190 1.6315848 1.5844068 1.3256965 1.5829552 1.5742176 1.3151237 1.8585002 1.4499306 2.3792687 1.3626908	-2.000000 -1.000000 -2.000000 0 -2.000000 -2.000000 -2.000000 -1.000000 -1.000000 -1.000000 -2.000000 -1.000000	4.000000 4.000000 6.000000 6.000000 4.000000 6.000000 6.000000 6.000000 6.000000 7.000000 4.000000 Maximum
DESTONATOR - DC VARIABLE LANG. DEFO. DEFO	30 30 30 30 30 30 30 30 30 30 30 30 30 3	0.5666667 0.8000000 1.033333 1.6000000 0.9666667 1.333333 1.7666667 1.1566667 1.1666667 1.0333333 0.9333333 0.9333333	1.1043280 1.2429109 1.7317190 1.6315848 1.5844068 1.3256965 1.3829552 1.3829552 1.3828552 1.3828502 1.489305 2.3792687 1.3628908 Std Dev	-2.000000 -1.000000 -2.000000 -2.000000 -2.000000 -2.000000 -1.000000 -1.000000 -1.000000 -2.000000 -2.000000	4.000000 4.000000 6.000000 6.000000 6.000000 6.000000 6.000000 8.000000 7.000000 7.000000 Maximan 7.000000 4.000000
DESIGNATOR - DC VARIABLE LANG. STORMERS BECAP-INDOOR ING & MODE ORF DYTOELTS DECES-INDOOR ING & MODE OR DECES-INDOOR INDOOR ING & MODE OR DECES-INDOOR INDOOR INDOOR INDOOR DECES-INDOOR INDOOR INDOOR INDOOR VARIABLE LANG. DECES-INDOOR INDOOR INDOOR INDOOR VARIABLE LANG. UNITED-INDOOR INDOOR INDOOR INDOOR INDOOR VARIABLE LANG. UNITED-INDOOR INDOOR IND & MODE ORP OTSDIELTS DECES-INDOOR IND & MODE ORP	30 30 30 30 30 30 30 30 30 30 30 30 30 3	0.5666667 0.8000000 1.0333333 1.6000000 0.966667 0.7666667 1.1666667 1.1666667 1.26333333 0.8333333 0.8333333 0.8333333	1.1043280 1.2429199 1.7317190 1.6315848 1.1240965 1.2520965 1.5742176 1.1351237 1.8585002 1.4493306 2.3792687 1.5626998	-2.000000 -1.000000 -2.000000 -2.000000 -2.000000 -2.000000 -1.000000 -1.000000 -1.000000 -1.000000 -2.000000 -1.000000 -1.000000 -1.000000 -1.000000	4.000000 4.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 7.000000 7.000000 4.000000 Maximum 7.000000 4.000000
DESCRIBATOR - DC VATIABLE LABOL DISPERTA BELFA-RINGER ING & WORK GRP GYTORICAT DELFA-ROUGH ING & WORK GRP GYTORICAT DELFA-ROUGH ING & WORK GRP GYTORICAT DELFA-ROUGH ING & WORK GRP GHORIZA DELFA-ROUGH ING & WORK GRP GHORIZA DELFA-ROUGH ING COMPLICT GHORIZA DELFA-ROUGH ING GRP VATIABLE LABOL DELGARANGO MUSICAL DELFA GRP STORICA DELFA-ROUGH ING GRP GHORIZA DELFA-ROUGH ING GRP GHOR	30 30 30 30 30 30 30 30 30 30 30 30 30 3	0.5666667 0.8000000 1.0333333 1.2000000 0.5666667 1.333333 1.2666667 0.7666667 1.033333 2.833333 0.933333 Mean	1.1043280 1.2429109 1.7317190 1.6315848 1.5844068 1.3256965 1.5735952 1.5742176 1.828552 1.5742176 1.828502 2.3792687 1.3628908 Std Dev 1.8551504 1.3701069 1.276126 1.3771069	-2.000000 -1.000000 -1.000000 -2.000000 -2.000000 -2.000000 -2.000000 -1.000000 -1.000000 -1.000000 -2.000000	4.0000006 6.0000006
DESTORATOR - DC VATIABLE LANG. DEFA-RESCOR ING & WORK GRP 07700EFA DELFA-RESCOR ING & WORK GRP 07700EFA DELFA-SULITION TRANS 07700EFA DELFA-SULITION TRANS 07700EFA DELFA-MANAGEISO COMPLET 07700EFA DELFA-MANAGEISO COMPLET 07700EFA DELFA-MANAGEISO COMPLET 07700EFA DELFA-MANAGEISO COMPLET 07700EFA DELFA-MONTENTED PRODUCTION 07700EFA DELFA-MONTENTED DELFA-DELFA 07700EFA DELFA-MONTENTED TANS 07700EFA DELFA-MANAGEISO COMPLET 07700EFA DELFA-MANAGEISO COMPLET 07700EFA DELFA-MANAGEISO COMPLET 07700EFA DELFA-MANAGEISO COMPLET 07700EFA DELFA-MANAGEISO CONTINCE 07700EFA DELFA-MANAGEISO CO	30 30 30 30 30 30 30 30 30 30 30 30 30 3	0.5666667 0.8000000 1.0333333 1.6000000 0.3333333 1.2666667 0.7666667 1.1666667 1.1666667 1.1666667 1.165667 1.165667 1.1656667 1.16567 1.16567 1	1.1043280 1.2429109 1.7317190 1.6315848 1.5844008 1.5829532 1.574217 1.35227 1.35227 1.35227 1.35227 1.35227 1.3628908 Std Dev	-2.000000 -1.000000 -1.000000 -2.000000 -2.000000 -2.000000 -2.000000 -1.000000 -1.000000 -1.000000 -1.000000 -1.000000 -1.000000 -1.000000 -1.000000 -1.000000	4.0000006 4.0000006 6.0000006 6.0000006 6.0000006 6.0000006 8.0000006 8.0000006 7.0000006 4.0000006 Maximum 7.0000006 5.0000006 5.0000006
DESIGNATION - DC VATIABLE LAND. DEFINITION DELTA-INFOWERING & WORK GRP GYDERAN DELTA-INFOWERING THE	30 30 30 30 30 30 30 30 30 30 30 30 30 3	0.566667 0.8000000 1.0333333 1.5000000 0.966667 1.333333 1.2666667 0.7666667 1.166667 1.16667 1.16667 1.	1.1043280 1.2429199 1.7317190 1.7317190 1.7317190 1.7317190 1.3518068 1.3518068 1.3518068 1.351807 1.351807 1.351807 1.351807 1.351807 1.3628908 Std Dev 1.8653504 1.3701069 1.3701069 1.587482 1.3628908	-2.000000 -1.000000 -1.000000 -2.000000 -2.000000 -2.000000 -1.000000 -1.000000 -1.000000 -2.000000 -1.000000 -1.000000 -1.000000 -1.0000000 -1.0000000	4.000000 4.000000 6.000000 6.000000 4.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000
DESCRIBATOR - DC VATIABLE LABOL DISPERIA BELFA-INDOWN IND & WORK GRP DYDELTA DELTA-BUTCHE TRUST DELTA-	30 30 30 30 30 30 30 30 30 30 30 30 30 3	0.566667 0.8000000 1.0333333 1.2000000 0.966667 1.333333 1.2666667 1.1666667 1.033333 2.833333 2.833333 0.933333 0.933333 1.4210526 1.1052632 1.1052632 1.1052632 1.201578 1.1052632	1.1043280 1.2423199 1.7331748 1.5844068 1.3556965 1.5824525 1.57421767 1.57421767 1.57421767 1.4593106 2.3792687 1.3628908 1.3628908 1.3702069 1.276126 1.3702069 1.276126 1.736793 1.748279	-2.000000 -1.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -1.000000 -1.000000 -1.000000 -1.000000 -2.000000 -1.000000 -2.0000000 -2.0000000 -2.0000000 -1.0000000 -2.0000000	4.0000006 4.0000006 6.0000006 6.0000006 4.0000006 8.0000006 8.0000006 7.0000006 4.0000006 4.0000006 7.0000006 4.0000006 5.0000006 5.0000006 5.0000006 5.0000006 6.0000006
DESTORATOR - DC VATIABLE LANG. DIFFORMATION THE N WORK GRP 07700EEA DELFA-INDOWN THE N WORK GRP 07700EEA DELFA-ANDACINE CONFLICT 04700EEA DELFA-ANDACINED CONFLICT 04700EEA DELFA-ANDACINED CONFLICT 04700EEA DELFA-ANDACINED TRANSCER. 04700EEA DELFA-ANDACINED TRANSCER. 04700EEA DELFA-ANDACINED TRANSCER. 04700EEA DELFA-ANDACINED TRANSCER. 04700EEA DELFA-ANDACINED CONFLICT 05700EEA DELFA-ANDACINED CONFLICT 057	30 30 30 30 30 30 30 30 30 30 30 30 30 3	0.5666667 0.80000000 1.60000000 1.60000000 1.2000000 0.9666667 1.15666667 1.1666667 1.03533333 0.9333333 Mean 1.42105260 1.2611579 1.6115789 1.6115789 1.7056822 1.7056823 1.7056823 1.7056823 1.7056823 1.7056823 1.7056823	1.1043280 1.2429199 1.6213948 1.5844068 1.2856965 1.2856965 1.2856965 1.2858962 1.2858962 1.2858962 1.2858962 1.2858962 1.2858962 1.28628968 Std Dev	-2.000000 -1.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -1.000000 -1.000000 -1.000000 -1.000000 -2.000000 -2.000000 -2.000000	4.0000006 4.0000006 6.0000006
DESTONATOR - DC VATIABLE LAND. DELTA-REFORMER IND S WORK ORP 03700EFA DELTA-REFORMER IND S WORK ORP 03700EFA DELTA-REFORMER THE OFFI 03700EFA DELTA-REFORMER OFFI 03700EFA DELTA-REFORMER OFFI 03700EFA DELTA-REFORMER OFFI 04100EFA DELTA-REFORMER DELTA-REFORMER 04400EFA DELTA-REFORMER DELTA-REFORMER 04400EFA DELTA-REFORMER DELTA-REFORMER 04400EFA DELTA-REFORMER 04400EFA DELTA-REFORMER 04500EFA DERTA-REFORMER 04500EFA DELTA-REFORMER 04500EFA DERTA-REFORMER 04500EFA DELTA-REFORMER 0450	30 30 30 30 30 30 30 30 30 30 30 30 30 3	0.5666667 0.8000000 1.6000000 1.2000000 1.2000000 1.2000000 1.2666667 1.1666667 1.1666667 1.1666667 1.1656667 1.1656667 1.1656667 1.1656667 1.1656667 1.165661 1.1656	1.1043280 1.2429199 1.7317190 1.7317190 1.5844008 1.3256965 1.5824527 1.3151107 1.4499306 2.3792687 1.3628908 Std Dev Std Dev 1.8628908 1.6628908 1.7867903 1.791069 1.6776120 1.791069 1.791069 1.791069 1.791069 1.791069 1.791069 1.791069 1.791069 1.791069	-2.000000 -1.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -1.000000 -1.000000 -1.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.0000000 -2.0000000	4.0000006 4.0000006 6.0000006 6.0000006 6.0000006 6.0000006 7.0000006 4.0000006 7.0000006 4.0000006 5.0000006 4.0000006 5.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006
DESTRIBATOR - DC VARIABLE LABOL DISPERIA BELFA-HUNOR ING & MORE GRP 0370ELFA DELFA-HUNOR ING & MORE GRP 0370ELFA DELFA-HUNOR ING & MORE GRP 040ELFA DELFA-HUNOR ING & MORE GRP 040ELFA DELFA-HUNOR ING & MORE GRP 040ELFA DELFA-HUNOR ING POPULA 040ELFA DELFA-HUNOR ING POPULA 040ELFA DELFA-HONTATHE POPULA 040ELFA DELFA-HONTATHE POPULA 040ELFA DELFA-HONTATHE POPULA 040ELFA DELFA-HONTATHE POPULA 040ELFA DELFA-HUNOR ING & NOR ON POPULA 040ELFA DELFA-HUNOR ING & MORE GRP VARIABLE LABOL 0370ELFA DELFA-HUNOR ING & MORE GRP 040ELFA DELFA-HUNOR ING & MORE CIMAR 040ELFA DELFA-HUNOR ING MORE C	30 30 30 30 30 30 30 30 30 30 30 30 30 3	0.5666667 0.80000003 1.0233300 1.0233200 1.0233200 1.0200000 0.5666667 1.3333333 2.8333333 2.8333333 0.8333333 0.8333333 0.8333333 1.4210526 1.1052632 1.1052632 1.1052632 1.1052632 1.1052632 1.1052632 1.1052632 1.1052632	1.1043280 1.2429199 1.6317848 1.5344068 1.3554965 1.5824528 1.57441217 1.8585002 1.4499306 2.3792687 1.362898 854 Dev 1.8653504 1.3701069 1.276126 1.3701069 1.276126 1.554988 1.7348279 1.663856 1.5438216 1.	-2.000000 -1.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -1.000000 -1.000000 -1.000000 -1.000000 -2.000000 -2.000000 -2.000000	4.0000006 4.0000006 6.0000006 6.0000006 6.0000006 6.0000006 6.0000006 7.0000006 7.0000006 4.0000006 4.0000006 5.0000006 5.0000006 4.0000006 4.0000006
DESTONATOR - DC VATIABLE LAND. DELTA-REFORMER IND S WORK ORP 03700EFA DELTA-REFORMER IND S WORK ORP 03700EFA DELTA-REFORMER THE OFFI 03700EFA DELTA-REFORMER OFFI 03700EFA DELTA-REFORMER OFFI 03700EFA DELTA-REFORMER OFFI 04100EFA DELTA-REFORMER DELTA-REFORMER 04400EFA DELTA-REFORMER DELTA-REFORMER 04400EFA DELTA-REFORMER DELTA-REFORMER 04400EFA DELTA-REFORMER 04400EFA DELTA-REFORMER 04500EFA DERTA-REFORMER 04500EFA DELTA-REFORMER 04500EFA DERTA-REFORMER 04500EFA DELTA-REFORMER 0450	30 30 30 30 30 30 30 30 30 30 30 30 30 3	0.5666667 0.8000000 1.6000000 1.2000000 1.2000000 1.2000000 1.2666667 1.1666667 1.1666667 1.1666667 1.1656667 1.1656667 1.1656667 1.1656667 1.1656667 1.165661 1.1656	1.1043280 1.2429199 1.7317190 1.7317190 1.5844008 1.3256965 1.5824527 1.3151107 1.4499306 2.3792687 1.3628908 Std Dev Std Dev 1.8628908 1.6628908 1.7867903 1.791069 1.6776120 1.791069 1.791069 1.791069 1.791069 1.791069 1.791069 1.791069 1.791069 1.791069	-2.000000 -1.000000 -2.000000 -2.000000 -2.000000 -2.000000 -2.000000 -1.000000 -1.000000 -1.000000 -1.000000 -1.000000 -1.000000 -1.000000 -2.000000	4.0000006 4.0000006 6.0000006 6.0000006 6.0000006 6.0000006 7.0000006 4.0000006 7.0000006 4.0000006 5.0000006 4.0000006 5.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006 4.0000006
DESCRIMATOR - DC VATIABLE LANG. DYDELTA DELTA-DIDONG ING & WORK GRP DYDELTA DELTA-HONOR ING & WORK GRP DYDELTA DELTA-MANACISE OFFICE GEORGIA DELTA-HONOR ING & WORK GRP DYDELTA DELTA-MANACISE OFFICE GEORGIA DELTA-MANACISE OFFICE GEORGIA DELTA-MOSTATION DELTA GEORGIA DELTA-MOSTATION DELTA GEORGIA DELTA-MOSTATION DELTA DELTA-MOSTATION DELTA DELTA-MANAGINE LANG RELATION DESCRIATOR DELTA-HONOR ING & WORK GRP DYDELTA DELTA-MANAGINE THOSE DYDELTA DELTA-MANAGINE CONFLICT GEORGIA DELTA-DELTA DELTA-DELTA DELTA-DELTA GEORGIA DELTA-DELTA DELTA GEORGIA DELTA-DELTA GEORGIA DELTA GEORGIA DELTA-DELTA GEORGIA DELTA-DELTA GEORGIA DELTA GEORGIA DELTA-DELTA GEORGIA DELTA GEORGIA DELTA-DELTA GEORGIA DELTA GEORGIA GEORGIA DELTA GEORGIA DELTA GEORGIA DELTA GEORGIA GEOR	30 30 30 30 30 30 30 30 30 30 30 30 30 3	0.5666667 0.8000000 1.6000000 1.6000000 1.2000000 0.5666667 1.1333333 0.7666667 1.1666667 1.1666667 1.1666667 1.1666667 1.10333333 2.1033333 2.1033333 1.1052612	1.1043280 1.2423199 1.6213848 1.5844068 1.3256965 1.3853965 1.3853917 1.3853917 1.3853917 1.3853917 1.3853917 1.3853917 1.3628908 Std Dev Std Dev Std Dev Std Dev Std Std Std Std Std Std Std Std Std Std	-2.000000 -1.000000 -2.000000 -2.000000 -2.000000 -1.000000 -1.000000 -1.000000 -1.000000 -1.000000 -1.000000 -2.000000 -2.000000 -2.000000 -2.000000	4.000000 4.000000 4.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 7.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.0000000 4.00000000

DESIGNATO	DR = HCA					
Variable	Label		Mean	Std Dev	Minimum	Maximum
	DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST					
Q37DELTA	DELTA-BUILDING TRUST	45	0.5111111	1.7005644		
Q38DELTA	DELTA-MANAGING CHANGE	45		1.4522709	-3.0000000	
Q39DELTA	DELTA-MANAGING CONFLICT DELTA-BUILDING TEAMWORK	45	0.8888889		-4.0000000 -3.0000000	
Q40DELTA	DELTA-BUILDING TEAMWORK DELTA-DEVLP POS ORGAN CLIMAT	45				
Q43DELTA	DELTA-EMPLY COORD MECHNSM	45	0.6666667	1.7580981	-4.0000000	
			0.4222222	1.5881506	-4.0000000	4.0000000
Q45DELTA	DELTA-UNDRSTND ROLE CO & XO	45	0.0222222	2.0503757		
Q46DELTA	DELTA-PROM INNOVT & RISK BHV	R 45	0.3777778	1.5852859		4.0000000
Q50DELTA	DELTA-MANAGE LABOR RELATIONS DELTA-MANG MULTI-CULT DIVEST	45	0.3777778	2.8626822 2.3142073	-7.0000000 -9.0000000	6.0000000
GRIDELLA	DELTA-MANG MODIT-COLF DIVENT	1 45	-0.3111111	2.3142073	-9.0000000	3.0000000
DESIGNATO	DR = AH					
Variable	Label	N				
	DELTA-IMPOWR IND & WORK GRP				-2.0000000	
O37DBUTA	DELTA-IMPOWE IND & WORK GRP	14	1.1428571	1.7913099		4.0000000
OR SDPIA	DPT/TA-MANAGING CHANGE	1.4				5,0000000
Q39DELTA	DELTA-MANAGING CONPLICT	14	1.6428571	1.5984195	0	5.0000000
Q40DELTA	DELTA-MANAGING CONPLICT DELTA-BUILDING TEAMWORK DELTA-DEVLP POS ORGAN CLIMAT	14	1.2142857		0	
			1.2857143	1.3827827	0	
Q42DELTA	DELTA-MOTIVATING PROPLE	14	1.2142857		0	
Q43DELTA	DELTA-EMPLY COORD MECHNSM DELTA-DEVLP SUBORDINATES		1.3571429	1.4990840	1 0000000	
OASDELTA	DELTA-DEVLP SUBGRDINATES DELTA-UNDRSTND ROLE CO & XO DELTA-PROM INNOVT & RISK BHV DELTA-MANAGE LABOR RELATIONS DELTA-MANG MULTI-CULT DIVEST	14	1.5714286	2.3109867	-1.0000000	7.0000000
O46DELTA	DRITA-PROM INNOVT & RISK BHV	R 14	1.5000000	1.7431183	-1 0000000	5 0000000
O50DELTA	DELTA-MANAGE LABOR RELATIONS	14	1.7142857	2.9724005	-5.pppnnnn	8 0000000
Q51DELTA	DELTA-MANG MULTI-CULT DIVEST	Y 14	0.7857143	1.8050600	-1.0000000	6.0000000
RANK - '	Label		Mean	Std Dev	Hinimum	Maximum
C35QUES	IMPOWR IND & WORK GRP/CUR	2	9.0000000	ő	9.0000000	9.0000000
C38QUES	BUILDING TRUST/CUR MANAGING CHANGE/CUR	2	8.5000000	0.7071068	8.0000000	9.0000000
C39QUES	MANAGING CONPLICT/CUR	2	8.5000000	0.7071068	8.0000000	9.0000000
		1	8.0000000		8.0000000	8.0000000
C41QUES	DEVLP POS ORGAN CLIMAT/CUR	2	9.0000000	0	9.0000000	9.0000000
	MOTIVATING PROPLE/CUR	2	9.0000000	0	9.0000000	9.0000000
	EMPLY COORD MECHNSM/CUR DEVLP SUBORDINATES/CUR	2 2	8.5000000	0.7071068	9.0000000	9.0000000
C44QUES	UNDESTND ROLE CO & XO/CUR	2	8.0000000	0.7071068	8.0000000	8.0000000
C46OURS	PROM INNOVT & RISK BHVR/CUR		7.5000000	0.7071068	7.0000000	8.0000000
CSGOURS	MANAGE LABOR RELATIONS/CUR	2	5.5000000		4.0000000	7.0000000
C51QUES	MANG MULTI-CULT DIVESTY/CUR	2	8.0000000	1.4142136	7.0000000	9.0000000
RANK - CA						
RANK - CA	APT Label	N	Hean	Std Dev		
RANK - CA	Label	N	Mean	Std Dev		
RANK - CA	Label	N	Mean 8.2900000	Std Dev 1.5261690	2.0000000	10.0000000
RANK - CA Variable C35QUES C37QUES C38QUES	Label IMPOWE IND & WORK GRP/CUR BUILDING TRUST/CUR HANNACING CHANGE/CUR	N 100 100	Mean	Std Dev 1.5261690 1.2717204		10.0000000
RANK - CA Variable C35QUES C37QUES C38QUES	Label IMPOWE IND & WORK GRP/CUR BUILDING TRUST/CUR HANNACING CHANGE/CUR	N 100 100	**************************************	Std Dev 1.5261690 1.2717204 1.3880806 1.6166745	2.000000 5.000000 3.000000 1.000000	10.0000000
RANK - CA Variable C35QUES C37QUES C39QUES C39QUES C40QUES	Label IMPONR IND & WORK GRP/CUR BUILDING TRUST/CUR BUILDING CHANGE/CUR MANAGING CHANGE/CUR MANAGING CHANGE/CUR BUILDING TRAMMORK/CUR	N 100 100 100 100	Mean 8.2900000 8.6700000 8.3500000 7.9500000 8.4800000	Std Dev 1.5261690 1.2717204 1.3880806 1.6166745 1.4104946	2.000000 5.000000 3.000000 1.000000 3.000000	10.0000000 10.0000000 10.0000000 10.0000000
RANK - CA Variable C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES	Label IMPOWE IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGEME CHRNES/CUR BUILDING TRANSCAUR	N 100 100 100 100 100	8.290000 8.670000 8.350000 7.950000 8.4800000 8.4300000	Std Dev 1.5261690 1.2717204 1.380806 1.6166745 1.4104946 1.3503086	2.0000000 5.0000000 3.0000000 1.0000000 3.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
RANK - CA Variable C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES C42QUES	LAPT LABOL IND & WORK GRE/CUR BUILDING TROST/CUR MANAGING CHANGE/CUR MANAGING CHANGE/CUR MANAGING CHANGE/CUR MONAGING CHANGE/CUR MONAGING COMPLICT/CUR BUILDING TRAMMORK/CUR MOTIVATING PROPLE/CUR	N 100 100 100 100 100 100	Nean 8.2900000 8.6700000 8.3500000 7.9500000 8.4800000 8.4300000 8.3100000	Std Dev 1.5261690 1.2717204 1.3880806 1.6166745 1.4104946 1.3503086 1.310207	2.0000000 5.0000000 3.0000000 1.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
Variable 	Label IMPOWE IND & WORK GRP/CUR BUILDING TRUST/CUR HARRGINE COMPLICT/CUR HARRGINE COMPLICT/CUR DRVLP POS GRAMA CLIMAT/CUR HOTIVATING PROPLE/CUR EMPLY POS DRM MEXIMEN/CUR	N 100 100 100 100 100 100 100	8.2900000 8.6700000 8.3500000 7.9500000 8.4800000 8.4300000 8.3100000 7.7500000	Std Dev 1.5261690 1.2717204 1.3880806 1.6166745 1.4104946 1.3503086 1.3310207 1.4796601	2.000000 5.000000 3.000000 1.000000 4.000000 4.000000 4.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
RANK - CA Variable C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES C42QUES	LADEL LADEL IMPONE IND & WORK GRF/CUR BUILDING TROSS/CUR MANAGING COMPLICT/CUR MANAGING COMPLICT/CUR DEVLE POS CHANGE/CUR MOTUVATING PROPLE/CUR EMPLY COORD MECHANICH/CUR MOTUVATING ROPELE/CUR BURNESTNE DOLE CO & MOCUN	N 100 100 100 100 100 100 100 100 100	Nean 8.2900000 8.6700000 8.3500000 7.9500000 8.4800000 8.4300000 8.3100000	Std Dev 1.5261690 1.2717204 1.3880806 1.6166745 1.4104946 1.3503086 1.3503086 1.3503086 1.355203 2.0681324	2.000000 5.000000 3.000000 1.000000 4.000000 4.000000 4.000000 5.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
RANK - CA Variable - C35QUES C37QUES C38QUES C40QUES C40QUES C41QUES C42QUES C43QUES C45QUES C45QUES C45QUES C45QUES C45QUES	LAD-01 IMPOWR IND 6 WORK GRP/CDR IMPOWR IND 6 WORK GRP/CDR BUILDING TRUST/CUR MANAGING COMPLICT/CUR MOTIVATING PROPER/CUR MOTIVATING PROPER/CUR EMPLY COORD MEMINISH/CUR DEVLP STROKDIANCES/CUR PROM IMMOVIA 6 RISE SHWH/CUR	N 100 100 100 100 100 100 100 100 100 10	8.290000 8.670000 8.550000 7.950000 8.480000 8.430000 7.750000 8.310000 7.750000 8.880000 7.840000	Std Dev 1.5261690 1.2717204 1.3880806 1.6166745 1.4104946 1.3503086 1.3310207 1.4796601 1.2535203 2.0681324 1.6337198	2.0000000 5.0000000 3.0000000 1.0000000 4.0000000 4.0000000 4.0000000 5.0000000 2.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
RANK - CA Variable - C35QUES C37QUES C39QUES C40QUES C40QUES C41QUES C42QUES C44QUES C44QUES C45QUES C45QUES C50QUES C50QUES	LAD-01 LAD-01 MICHOE IND 6 WORK GRP/CUR RUILLING TRUST/CUR RUILLING TRUST/CUR MANAGEME GORFLICT/CUR MANAGEME GORFLICT/CUR MOTIVATING PROPLE/CUR MOTIVATING PROPLE/CUR UNDERSTED ROLE CO 6 XO/CUR UNDERSTED ROLE CO 6 XO/CUR MANAGE LEADORS/CUR MANAGE LEADORS/CUR	N 100 100 100 100 100 100 100 100 100 10	Mean 8.2900000 8.6700000 8.3500000 7.9500000 8.4800000 8.3100000 8.3100000 8.3800000 8.3800000 8.00000000 4.9737980	Std Dev 1.5261690 1.2717204 1.3880806 1.6166745 1.4104946 1.3503086 1.3310207 1.4796601 1.2535203 2.0681324 1.6937198 2.4988969	2.0000000 5.0000000 3.0000000 1.0000000 4.0000000 4.0000000 5.0000000 2.0000000 2.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
RANK - CA Variable 	LAD-01 IMPOWR IND 6 WORK GRP/CDR IMPOWR IND 6 WORK GRP/CDR BUILDING TRUST/CUR MANAGING COMPLICT/CUR MOTIVATING PROPER/CUR MOTIVATING PROPER/CUR EMPLY COORD MEMINISH/CUR DEVLP STROKDIANCES/CUR PROM IMMOVIA 6 RISE SHWH/CUR	N 100 100 100 100 100 100 100 100 100 10	8.290000 8.670000 8.550000 7.950000 8.480000 8.430000 7.750000 8.310000 7.750000 8.880000 7.840000	Std Dev 1.5261690 1.2717204 1.3880806 1.6166745 1.4104946 1.3503086 1.3310207 1.4796601 1.2535203 2.0681324 1.6337198	2.0000000 5.0000000 3.0000000 1.0000000 4.0000000 4.0000000 4.0000000 5.0000000 2.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000

1.000000 10,0000000

RANK = CD	R					
Variable	Lahe1	N	Hean	Std Dev	Minimum	Haw1 mum
C35QUES	IMPOWR IND & WORK GRP/CUR	53	7.8113208	1.5818271	3.0000000	10.0000000
C37QUES	BUILDING TRUST/CUR	53	8.4339623	1.3517714	5.0000000	10.0000000
C38QUES	MANAGING CHANGE/CUR	53	8.0000000	1.4544362	4.0000000	10.0000000
C39QUES	MANAGING CONFLICT/CUR	53	7.5660377	1.7376978	4.0000000	10.0000000
C41QUES C41QUES	BUILDING TEAMWORK/CUR DEVLP POS ORGAN CLIMAT/CUR	53	8.2075472	1.5109662	5.0000000	10.0000000
C42QUES	MOTIVATING PROPLE/CUR	53 53	8.0000000 7.6037736	1.5730864	5.0000000	10.0000000
C43QUES	EMPLY COORD MECHNSM/CUR	53	7.3584906	1.7219660	3.0000000	10.0000000
C44QUES	DEVLP SUBORDINATES/CUR	53	7.9811321	1.5749306	3.0000000	10.0000000
C45QUES	UNDESTND ROLE CO & MO/CUR	53	7.4716981	1.5640649	4.0000000	10.0000000
C46QUES	PROM INNOVT & RISK BHVR/CUR	53	7.4905660	1.5519546	4.0000000	10.0000000
CSOQUES	MANAGE LABOR RELATIONS/CUR	53	4.8113208	2.7946144	0	10.0000000
C51QUES	MANG MULTI-CULT DIVESTY/CUR	53	7.2075472	1.9646735	3,0000000	10.0000000
RANK - LC	DR					
Variable		N			Minimum	Maximum
C35QUES	IMPOWR IND & WORK GRP/CUR		7.8809524	1.9779563	2.0000000	10.0000000
C37QUES	BUILDING TRUST/CUR		8.6666667	1.3733823	4.0000000	10.0000000
C38QUES	MANAGING CHANGE/CUR	42	8.4047619	1.4323701	4.0000000	10.0000000
	MANAGING CONFLICT/CUR	42	8.2380952	1.4450846	4.0000000	10.0000000
C40QUES	BUILDING TEAMWORK/CUR	42	8.3571429	1.5273351	4.0000000	10.0000000
C41QUES	DEVLP POS ORGAN CLIMAT/CUR		8.3809524	1.4808103	4.0000000	10.0000000
		42	8.2857143	1.5187561	4.0000000	10.0000000
C43QUES	EMPLY COORD MECHNSM/CUR	42	7.2619048	1.6683499	4.0000000	10.0000000
C44QUES	DEVLP SUBORDINATES/CUR	42	8.2142857	1.4572897	5.0000000	10.0000000
	UNDESTND ROLE CO & XO/CUR	42	7.5000000	2.1780501	0	10.0000000
C46QUES	PROM INNOVT & RISK BHVR/CUR		7.7619048	1.7223003		10.0000000
	MANAGE LABOR RELATIONS/CUR	42	4.9285714	2.7085489		10.0000000
C21G0RR	MANG MULTI-CULT DIVESTY/CUR	42	7.2857143	2.0276830	2.0000000	10.0000000
RANK - OT	HER					
Variable		N				
	IMPOWR IND & WORK GRP/CUR					
	BUILDING TRUST/CUR	10	7.8000000	1.2292726	6.0000000	10.0000000
		10	7.2000000	1.4757296	5.0000000	9.0000000
C39OURS	MANAGING CHANGE/CUR MANAGING CONFLICT/CUR	10	6.9000000	1.3703203	5.0000000	9.0000000
CAROURE	BUILDING TEAMWORK/CUR	10	7.3000000	1.3374935	5.0000000	9.0000000
	DEVLP POS ORGAN CLIMAT/CUR	10	7.5000000		5.0000000	9.0000000
C42QUES	MOTIVATING PROPLE/CUR	10	7.5000000		5.0000000	9.0000000
C43OUES	EMPLY COORD MECHNSM/CUR	10	6,3000000		4.0000000	9.0000000
C44QUES			7.6000000		6.0000000	9.0000000
C45QUES	UNDRETED ROLE CO & XO/CUR	10	7.3000000	2.3118055	3.0000000	10.0000000
C46QUES			6.6000000	1.6465452		9.0000000
C50QUES	MANAGE LABOR RELATIONS/CUR	10	4.3000000	2.2135944	1.0000000	7.0000000
C51QUES	MANG MULTI-CULT DIVESTY/CUR	10	6.0000000	1.8856181	3.0000000	9.0000000
RANK - '						
Variable		N	Mean	Std Dev	Minimum	Maximum
R35QUBS		2	10.0000000	0	10.0000000	10.0000000
R37OUES	BUILDING TRUST/REO	2	10.0000000	n n	10.0000000	10.0000000
R38QUES	MANAGING CHANGE/REO	2	10.0000000	ō	10,0000000	10.0000000
R39QUES	MANAGING CONFLICT/REQ	2	10.0000000	0	10.0000000	10.0000000
R40QUES	BUILDING TEAMWORK/REQ	1	10.0000000		10.0000000	10.0000000
R41QUES	DEVLP POS ORGAN CLIMAT/REQ	2	10.0000000	0	10.0000000	10.0000000
R42QUES	MOTIVATING PEOPLE/REQ	2	10.0000000	0	10.0000000	10.0000000
R43QUES	EMPLY COORD MECHNSM/REQ	2	10.0000000	0	10.0000000	10.0000000
R44QUES	DEVLP SUBORDINATES/REQ	2	10.0000000	0	10.0000000	10.0000000
K45QUES	UNDRSTND ROLE CO & XO/REQ PROM INNOVT & RISK BHVR/REO	2	9.5000000	0.7071068	9.0000000	10.0000000
		2		0.7071068	9.0000000	10.0000000
		- 2		0.7071068		
R50QUES R51QUES	MANAGE LABOR RELATIONS/REQ	2 2	7.5000000 8.5000000	0.7071068	7.0000000	8.0000000

RANK - CA	PT					
Variable	Label	N	Mean	Std Dev	Minimum	Maxima
B35OURS	IMPOWR IND & WORK GRF/REQ SHILDING TRUST/REQ SHILDING TRUST/REQ HOLDING TEAMWORK/REQ BUILDING TEAMWORK/REQ BUILDING TEAMWORK/REQ MUTIVATING PEOPLE/REQ MUTIVATING PEOPLE/REQ UNDERTON ROLE CO & NO/REQ UNDERTON ROLE CO & NO/REQ HANGE LIASON RELATIONS/REQ MANGE HILDING PEOPLE PEOPLE MANGE HILDING LIAND REQ MANGE HILDING PEOPLE	100	8.9800000	1.2631530	2.0000000	10.00000
R37QUBS	BUILDING TRUST/REC	100	9.3900000	0.9733313	5.0000000	10.000001
R38QUES	HANAGING CHANGE/REQ	100	9.2300000	0.9729161	6.0000000	10.000001
R39QUES	MANAGING CONFLICT/REQ	100	9.1400000	1.1978094	4.0000000	10.000001
R40QUES	BUILDING TRAMWORK/REQ	100	9.3300000	1.0546195	5.0000000	10.00000
R41QUES	DEVLP POS ORGAN CLIMAT/REQ	100	9.3700000	0.9811867	6.0000000	10.00000
R42QUES	MOTIVATING PEOPLE/REQ	100	9.3400000	1.0657193	6.0000000	10.00000
R43QUES	RMPLY COORD MECHNSM/REQ	100	8.7500000	1.2663078	3.0000000	10.00000
R44QUES	DEVLP SUBORDINATES/REQ	100	9.1500000	1.2091820	4.0000000	10.00000
R45QUES	UNDESTND ROLE CO & XU/REQ	100	9.1000000	1.3889899	3.0000000	10.00000
R46QUES	PROM INNOVI & RISK BHVK/REQ	100	8.8800000	2.4717725	5.0000000	10.00000
RSOQUES	MANAGE LABOR RELATIONS/REQ	100	9 2200000	1 0500075	0	10.00000
W3100P9	And Auti-Coll Divisit/Aug			0.9729161 1.1978094 1.0546195 0.9811867 1.0657193 1.2663078 1.2091820 1.3889899 1.2413743 2.4717326		
RANK = CD	R					
Variable	Label	N	Mean	Std Dev	Minimum	Maxim
B350URS	TMPOWR IND & WORK GRP/REG	53	8.7735849	1.6829634	3.0000000	10.00000
R37OUES	BUILDING TRUST/REO	53	9.3018868	1.1021815	5.0000000	10.00000
RABOURS	MANAGING CHANGE/REC	53	9.1886792	0.9816901	7.0000000	10.00000
R39CUES	MANAGING CONFLICT/REC	53	9.2264151	1.0677350	6,0000000	10.00000
R40QUES	BUILDING TEAMWORK/REQ	53	9.2641509	1.1460793	4.0000000	10.00000
R41QUES	DEVLP POS ORGAN CLIMAT/REQ	53	9.2641509	1.3466617	3.0000000	10.00000
R42QUES	MOTIVATING PEOPLE/REQ	53	9.1320755	1.6295084	2.0000000	10.00000
R43QUES	EMPLY COORD MECHNSM/REQ	53	8.4339623	1.5505512	2.0000000	10.00000
44QUES	DEVLP SUBORDINATES/REQ	53	9.1886792	1.3309425	4.0000000	10.00000
R45QUES	UNDESTND ROLE CO & XO/REQ	53	8.9245283	1.8171095	2.0000000	10.00000
R46QUES	PROM INNOVT & RISK BHVK/REQ	53	8.6037736			
	IMPOWN IND & WORK GRP/REQ HANGLING CHANCE/REQ HANGLING CHANCE/REQ BOILDING TEAMHORK/REQ BOILDING TEAMHORK/REQ BOYLING TEAMHORK/REQ BOYLING COMB MICHIGHT PRO BOYLING THE STORY REQ FROM INNOVE & RICK SHYR/REQ MANAGE READY RELATIONS/REA MANAGE READY RELATIONS/REA MANAGE MULTI-CULT DIVESTE/REQ MANG MULTI-CULT DIVESTE/REQ MANG MULTI-CULT DIVESTE/REQ	53 53	7.1509434 7.6981132	2.6558805 2.5614367	0	10.00000
RANK - LC	DR					
RANK - LC	DR.	N	Near	Std Day	Minimum	Mavim
RANK - LC	DR.	N	Near	Std Day	Minimum	Mavim
RANK - LC	DR.	N	Near	Std Day	Minimum	Mavim
RANK - LC	DR.	N	Near	Std Day	Minimum	Mavim
RANK - LC	DR.	N	Near	Std Day	Minimum	Mavim
MANK - LC	DR.	N	Near	Std Day	Minimum	Mavim
MANK - LC	DR.	N	Near	Std Day	Minimum	Mavim
MANK - LC	DR.	N	Near	Std Day	Minimum	Mavin
MANK - LC	DR.	N	Near	Std Day	Minimum	Mavim
RANK - LC	DR.	N	Near	Std Day	Minimum	Mavim
RANK - LC	DR.	N	Near	Std Day	Minimum	Mavim
MANK - LC	DR.	N	Near	Std Day	Minimum	Mavin
MANK - LC	DR.	N	Near	Std Day	Minimum	Mavim
RANK - LCT Variable R35QUES R37QUES R39QUES R39QUES R41QUES R41QUES R43QUES R44QUES R45QUES R45QUES R45QUES R45QUES R45QUES R45QUES R45QUES R45QUES	DR Label Label ENCHMENT IND 5 WORK GRE/REQ BUILDING TRUST/REG BAMON BUILDING TRUST/REG MAMON BUIL	N	Near	Std Day	Minimum	Mavim
RANK - LCI 7ariable 835QUES 837QUES 839QUES 839QUES 840QUES 840QUES 840QUES 840QUES 840QUES 840QUES 840QUES 840QUES 845QUES	DR LIMOUR IND & WORK ORP/RED REFORM IND & WORK ORP/RED RELIGIOUS TREMPER RELIGIOUS TR	N 41 41 41 41 41 41 41 41 41	Nean 8.7560976 9.365837 9.2439024 9.3170732 9.3902439 9.3902439 9.3902439 9.0243902 1.0243902 7.3170732 7.3170732 7.3565854	Std Dev 1.5776642 1.1780513 1.1780513 1.1785688 1.0109160 1.1666086 0.9186416 0.9969466 1.1566352 1.0086929 2.01086929 2.0789303 2.3140609	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maxis 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001
ANK - LCI (ariable 3500ES 33700ES 33900ES 33900ES 4400ES 4400ES 44300ES 44500ES 44500ES 45500ES 45500ES 45500ES	DR LIMOUR IND & WORK ORP/RED REFORM IND & WORK ORP/RED RELIGIOUS TREMPER RELIGIOUS TR	N 41 41 41 41 41 41 41 41 41	Nean 8.7560976 9.365837 9.2439024 9.3170732 9.3902439 9.3902439 9.3902439 9.0243902 1.0243902 7.3170732 7.3170732 7.3565854	Std Dev 1.5776642 1.1780513 1.1780513 1.1785688 1.0109160 1.1666086 0.9186416 0.9969466 1.1566352 1.0086929 2.01086929 2.0789303 2.3140609	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maxim 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000
ANK - LCI (ariable 3500ES 33700ES 33900ES 33900ES 4400ES 4400ES 44300ES 44500ES 44500ES 45500ES 45500ES 45500ES	DR LIMOUR IND & WORK ORP/RED REFORM IND & WORK ORP/RED RELIGIOUS TREMPER RELIGIOUS TR	N 41 41 41 41 41 41 41 41 41	Nean 8.7560976 9.365837 9.2439024 9.3170732 9.3902439 9.3902439 9.3902439 9.0243902 1.0243902 7.3170732 7.3170732 7.3565854	Std Dev 1.5776642 1.1780513 1.1780513 1.1785688 1.0109160 1.1666086 0.9186416 0.9969466 1.1566352 1.0086929 2.01086929 2.0789303 2.3140609	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maxim 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000
ANK - LCI (ariable 3500ES 33700ES 33900ES 33900ES 4400ES 4400ES 44300ES 44500ES 44500ES 45500ES 45500ES 45500ES	DR LIMOUR IND & WORK ORP/RED REFORM IND & WORK ORP/RED RELIGIOUS TREMPER RELIGIOUS TR	N 41 41 41 41 41 41 41 41 41	Nean 8.7560976 9.365837 9.2439024 9.3170732 9.3902439 9.3902439 9.3902439 9.0243902 1.0243902 7.3170732 7.3170732 7.3565854	Std Dev 1.5776642 1.1780513 1.1780513 1.1785688 1.0109160 1.1666086 0.9186416 0.9969466 1.1566352 1.0086929 2.01086929 2.0789303 2.3140609	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maxim 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000
ANK - LCI (ariable 3500ES 33700ES 33900ES 33900ES 4400ES 4400ES 44300ES 44500ES 44500ES 45500ES 45500ES 45500ES	DR LIMOUR IND & WORK ORP/RED REFORM IND & WORK ORP/RED RELIGIOUS TREMPER RELIGIOUS TR	N 41 41 41 41 41 41 41 41 41	Nean 8.7560976 9.365837 9.2439024 9.3170732 9.3902439 9.3902439 9.3902439 9.0243902 1.0243902 7.3170732 7.3170732 7.3565854	Std Dev 1.5776642 1.1780513 1.1780513 1.1785688 1.0109160 1.1666086 0.9186416 0.9969466 1.1566352 1.0086929 2.01086929 2.0789303 2.3140609	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maxis 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001
ANK - LCI (ariable 3500ES 33700ES 33900ES 33900ES 4400ES 4400ES 44300ES 44500ES 44500ES 45500ES 45500ES 45500ES	DR LIMOUR IND & WORK ORP/RED REFORM IND & WORK ORP/RED RELIGIOUS TREMPER RELIGIOUS TR	N 41 41 41 41 41 41 41 41 41	Nean 8.7560976 9.365837 9.2439024 9.3170732 9.3902439 9.3902439 9.3902439 9.3902439 1.3243902 1.3243902 7.3170732 7.3170732 7.3365854	Std Dev 1.5776642 1.1780513 1.1780513 1.1785688 1.0109160 1.1666086 0.9186416 0.9969466 1.1566352 1.0086929 2.01086929 2.0789303 2.3140609	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maxis 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001
ANK - LCI (ariable 3500ES 33700ES 33900ES 33900ES 4400ES 4400ES 44300ES 44500ES 44500ES 45500ES 45500ES 45500ES	DR LIMOUR IND & WORK ORP/RED REFORM IND & WORK ORP/RED RELIGIOUS TREMPER RELIGIOUS TR	N 41 41 41 41 41 41 41 41 41	Nean 8.7560976 9.365837 9.2439024 9.3170732 9.3902439 9.3902439 9.3902439 9.3902439 1.3243902 1.3243902 7.3170732 7.3170732 7.3365854	Std Dev 1.5776642 1.1780513 1.1780513 1.1785688 1.0109160 1.1666086 0.9186416 0.9969466 1.1566352 1.0086929 2.01086929 2.0789303 2.3140609	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maxis 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001
ANK - LCI (ariable 3500ES 33700ES 33900ES 33900ES 4400ES 4400ES 44300ES 44500ES 44500ES 45500ES 45500ES 45500ES	DR LIMOUR IND & WORK ORP/RED REFORM IND & WORK ORP/RED RELIGIOUS TREMPER RELIGIOUS TR	N 41 41 41 41 41 41 41 41 41	Nean 8.7560976 9.365837 9.2439024 9.3170732 9.3902439 9.3902439 9.3902439 9.3902439 1.3243902 1.3243902 7.3170732 7.3170732 7.3365854	Std Dev 1.5776642 1.1780513 1.1780513 1.1785688 1.0109160 1.1666086 0.9186416 0.9969466 1.1566352 1.0086929 2.01086929 2.0789303 2.3140609	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maxis 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001
ANK - LCI (ariable 3500ES 33700ES 33900ES 33900ES 4400ES 4400ES 44300ES 44500ES 44500ES 45500ES 45500ES 45500ES	DR LIMOUR IND & WORK ORP/RED REFORM IND & WORK ORP/RED RELIGIOUS TREMPER RELIGIOUS TR	N 41 41 41 41 41 41 41 41 41	Nean 8.7560976 9.365837 9.2439024 9.3170732 9.3902439 9.3902439 9.3902439 9.3902439 1.3243902 1.3243902 7.3170732 7.3170732 7.3365854	Std Dev 1.5776642 1.1780513 1.1780513 1.1785688 1.0109160 1.1666086 0.9186416 0.9969466 1.1566352 1.0086929 2.01086929 2.0789303 2.3140609	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maxis 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001
ANK - LCI (ariable 3500ES 33700ES 33900ES 33900ES 4400ES 4400ES 44300ES 44500ES 44500ES 45500ES 45500ES 45500ES	DR LIMOUR IND & WORK ORP/RED REFORM IND & WORK ORP/RED RELIGIOUS TREMPER RELIGIOUS TR	N 41 41 41 41 41 41 41 41 41	Nean 8.7560976 9.365837 9.2439024 9.3170732 9.3902439 9.3902439 9.3902439 9.3902439 1.3243902 1.3243902 7.3170732 7.3170732 7.3365854	Std Dev 1.5776642 1.1780513 1.1780513 1.1785688 1.0109160 1.1666086 0.9186416 0.9969466 1.1566352 1.0086929 2.01086929 2.0789303 2.3140609	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maxis 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001
ANK - LCI (ariable 3500ES 33700ES 33900ES 33900ES 4400ES 4400ES 44300ES 44500ES 44500ES 45500ES 45500ES 45500ES	DR LIMOUR IND & WORK ORP/RED REFORM IND & WORK ORP/RED RELIGIOUS TREMPER RELIGIOUS TR	N 41 41 41 41 41 41 41 41 41	Nean 8.7560976 9.365837 9.2439024 9.3170732 9.3902439 9.3902439 9.3902439 9.3902439 1.3243902 1.3243902 7.3170732 7.3170732 7.3365854	Std Dev 1.5776642 1.1780513 1.1780513 1.1785688 1.0109160 1.1666086 0.9186416 0.9969466 1.1566352 1.0086929 2.01086929 2.0789303 2.3140609	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maxis 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001
RANK - LCI 7ariable 835QUES 837QUES 839QUES 839QUES 840QUES 840QUES 840QUES 840QUES 840QUES 840QUES 840QUES 840QUES 845QUES	DR LIMOUR IND & WORK ORP/RED REFORM IND & WORK ORP/RED RELIGIOUS TREMPER RELIGIOUS TR	N 41 41 41 41 41 41 41 41 41	Nean 8.7560976 9.365837 9.2439024 9.3170732 9.3902439 9.3902439 9.3902439 9.3902439 1.3243902 1.3243902 7.3170732 7.3170732 7.3365854	Std Dev 1.5776642 1.1780513 1.1780513 1.1785688 1.0109160 1.1666086 0.9186416 0.9969466 1.1566352 1.0086929 2.01086929 2.0789303 2.3140609	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maxim 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000 10.00000
RANK - LCI 7ariable 835QUES 837QUES 839QUES 839QUES 840QUES 840QUES 840QUES 840QUES 840QUES 840QUES 840QUES 840QUES 845QUES	DR LINEAL IND & WORK ORP/REQ REAL IND & WORK ORP/REQ REAL IND & WORK ORP/REQ REAL IND & REAL IND	N 41 41 41 41 41 41 41 41 41	Nean 8.7560976 9.365837 9.2439024 9.3170732 9.3902439 9.3902439 9.3902439 9.3902439 1.3243902 1.3243902 7.3170732 7.3170732 7.3365854	Std Dev 1.5776642 1.1780513 1.1780513 1.1785688 1.0109160 1.1666086 0.9186416 0.9969466 1.1566352 1.0086929 2.01086929 2.0789303 2.3140609	Minimum 3.0000000 5.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	Maxis 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001 10.00001

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Variable	Label	N	Hean	Std Dev	Minimum	Maximu
	DELTA-IMPOWR IND & WORK GRP	2	1.0000000	0	1.0000000	1.000000
Q37DELTA		2	1.0000000	0	1.0000000	1.000000
	DELTA-MANAGING CHANGE	2	1.5000000	0.7071068	1.0000000	2.000000
Q39DELTA	DELTA-MANAGING CONFLICT	2	1.5000000	0.7071068	1.0000000	2.000000
C40DELTA	DELTA-BUILDING TEAMNORK	1	2.0000000		2,0000000	2,000000
Q41DELTA	DELTA-DEVLP POS ORGAN CLIMAT	2	1.0000000	0	1.0000000	1.000000
Q42DELTA	DELTA-MOTIVATING PROPLE	2	1.0000000	0	1.0000000	1.000000
Q43DELTA	DELTA-EMPLY COORD MECHNSM	2	1.5000000	0.7071068	1.0000000	2.000000
Q44DELTA	DELTA-DEVLP SUBORDINATES	2	0.5000000	0.7071068	0	1.000000
Q45DELTA	DELTA-UNDRSTND ROLE CO & XO	2	1.5000000	0.7071068	1.0000000	2.000000
Q46DELTA	DELTA-PROM INNOVT & RISK BHVR		2.0000000	0	2.0000000	2.000000
Q50DELTA	DELTA-MANAGE LABOR RELATIONS	2	2.0000000	1.4142136	1.0000000	3.000000
Q51DELTA	DELTA-MANG MULTI-CULT DIVESTY	2	0.5000000	0.7071068	0	1.000000
RANK = CA						
Variable	Label	N	Mean	Std Dev	Minimum	Maximu
Q35DELTA	DELTA-IMPOWR IND & WORK GRP	100	0.6900000	1.4681466	-4.0000000	5.000000
Q37DELTA	DELTA-BUILDING TRUST	100	0.7200000	1.3032981	-4.0000000	4.000000
Q38DELTA	DELTA-MANAGING CHANGE	100	0.8800000	1.4993601	-3.0000000	6.000000
Q39DELTA	DELTA-MANAGING CONFLICT	100	1.1900000	1.8732298	-4.0000000	9.000000
Q40DELTA	DELTA-BUILDING TRAMWORK	100	0.8500000	1.5000000	-3.0000000	6.000000
Q41DELTA	DELTA-DEVLP POS ORGAN CLIMAT	100	0.9400000	1.4129273	-4.0000000	4.000000
	DELTA-MOTIVATING PEOPLE	100	1.0300000	1.5534582	-4.0000000	6.000000
Q43DELTA	DELTA-EMPLY COORD MECHNSM	100	1.0000000	1.4770979	-4.0000000	6.000000
	DELTA-DEVLP SUBORDINATES	100	0.7700000	1.4897291	-5.0000000	5.000000
	DELTA-UNDRSTND ROLE CO & XO	100	1.2600000	2.1111536	-6.0000000	8.000000
	DELTA-PROM INNOVT & RISK BHVR	100	0.8800000	1.6160808	-4.0000000	6.000000
	DELTA-MANAGE LABOR RELATIONS	99	2.1717172	2.8786349	-5.0000000	7.000000
Q51DELTA	DELTA-MANG MULTI-CULT DIVESTY	100	0.7500000	1.8982980	-9.0000000	6.000000
RANK - CI	-		W	ned new	Windows	Ma w I move
RANK - CI Variable	-	N	Mean	Std Dev	Minimum	Maximur
Variable 035DELTA	Label DELTA-IMPOWR IND & WORK GRP	53	0.9622642	2.1480068	-5.0000000	7.000000
Variable Q35DELTA Q37DELTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST	53 53	0.9622642 0.8679245	2.1480068 1.5446899	-5.0000000 -4.0000000	7.000000
Variable Q35DELTA Q37DELTA Q38DELTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE	53 53 53	0.9622642 0.8679245 1.1886792	2.1480068 1.5446899 1.5071191	-5.0000000 -4.0000000 -2.0000000	7.000000 4.000000 6.000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-MANAGING CORFLICT	53 53 53 53	0.9622642 0.8679245 1.1886792 1.6603774	2.1480068 1.5446899 1.5071191 1.8286544	-5.0000000 -4.0000000 -2.0000000 -3.0000000	7.00000 4.00000 6.00000 5.00000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA	Label DELTA-IMPOWR IND 6 WORK GRP DELTA-SUILDING TRUST DELTA-MANAGING CHANGE DELTA-MANAGING CONFLICT DELTA-BUILDING TRAMWORK	53 53 53 53 53	0.9622642 0.8679245 1.1886792 1.6603774 1.0566038	2.1480068 1.5446899 1.5071191 1.8286544 1.7476918	-5.0000000 -4.0000000 -2.0000000 -3.0000000	7.000000 4.000000 6.000000 5.000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-MANAGING CHANGE DELTA-BUILDING TRAMWORK DELTA-BUILDING TRAMWORK DELTA-BUILDING TRAMWORK	53 53 53 53 53 53	0.9622642 0.8679245 1.1886792 1.6603774 1.0566038 1.2641509	2.1480068 1.5446899 1.5071191 1.8286544 1.7476918 1.8413096	-5.0000000 -4.000000 -2.000000 -3.000000 -4.000000	7.000000 4.000000 6.000000 5.000000 5.000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA	Label DELTA-IMPOWE IND & WORK GRP DELTA-BUILDING TRUST DELTA-MANAGING CHANGE DELTA-MANAGING CONFLICT DELTA-BUILDING TEMMOOR DELTA-DEVLP POS ORGAN CLIMAT DELTA-DEVLY POPLES	53 53 53 53 53 53 53	0.9622642 0.8679245 1.1886792 1.6603774 1.0566038 1.2641509 1.5283019	2.1480068 1.5446899 1.5071191 1.8286544 1.7476918 1.8413096 1.7824332	-5.000000 -4.000000 -2.000000 -3.000000 -4.000000 -4.000000	7.00000 4.00000 6.00000 5.00000 5.00000 5.00000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q42DELTA Q43DELTA	Label DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUET DELTA-BUILDING TRUET DELTA-BUILDING COMPLICE DELTA-BUILDING COMPLICE DELTA-BUILDING COMPLICE DELTA-BUILDING DELTA-BUILDING DELTA-BUILDING DELTA-BUILDING DELTA-BUILDING DELTA-BUILDING COMPLICE DELTA-BUILDING COMPLE DELTA-BUILDING COMPLE	53 53 53 53 53 53 53 53 53	0.9622642 0.8679245 1.1886792 1.6603774 1.0566038 1.2641509 1.5283019 1.0754717	2.1480068 1.5446899 1.5071191 1.8286544 1.7476918 1.8413096 1.7824332 2.1108607	-5.0000000 -4.0000000 -2.0000000 -3.0000000 -4.0000000 -4.0000000	7.00000 4.00000 6.00000 5.00000 5.00000 5.00000 6.00000
Variable 035DELTA 037DELTA 038DELTA 039DELTA 040DELTA 041DELTA 042DELTA 041DELTA 041DELTA 041DELTA	Label DELTA-INFORE EDI WORK GEP DELTA-ANAGOTHE CRUMOE DELTA-MANAGOTHE CRUMOE DELTA-MANAGOTHE CRUMOE DELTA-MANAGOTHE CRUMOE DELTA-BUILDING TRANHOOK DELTA-BUILDING TRANHOOK DELTA-BUILDING TRANHOOK DELTA-DELTA DES DOS DELTA-DELTA DELTA-BUILDING DELTA-DELTA DELTA DELTA-DELTA DELTA-DELTA DELTA-BUILDINGTER DELTA-DELTA DELTA	53 53 53 53 53 53 53 53 53 53	0.9622642 0.8679245 1.1886792 1.6603774 1.0566038 1.2641509 1.5283019 1.0754717 1.2075472	2.1480068 1.5446899 1.5071191 1.8286544 1.7476918 1.8413096 1.7824332 2.1108607 1.4591685	-5.000000 -4.000000 -2.000000 -3.000000 -4.000000 -4.000000 -4.000000 -2.000000	7.000000 4.000000 6.000000 5.000000 5.000000 5.000000 6.000000
Variable Q35DELTA Q37DELTA Q38DELTA Q39DELTA Q40DELTA Q41DELTA Q42DELTA Q43DELTA Q44DELTA Q44DELTA Q45DELTA	Label DELTA-IMPOWR IND 6 WORK GRP DELTA-BUILDING TRUET DELTA-BUILDING TRUET DELTA-MANAGING CONFLICT DELTA-MANAGING CONFLICT DELTA-BUILDING TRANSOR DELTA-BUILDING TRANSOR DELTA-BUILDING TRANSOR DELTA-HOTIVATING TROPLE DELTA-HOTIVATING TROPLE DELTA-BUILT COORD MECHANM DELTA-DEVLP SUBGRINATES DELTA-DEVLP SUBGRINATES DELTA-UNGTRENDE NOLE CO 6 XO	53 53 53 53 53 53 53 53 53 53 53	0.9622642 0.8679245 1.1886792 1.6603774 1.0566038 1.2641509 1.5283019 1.0754717 1.2075472 1.4528302	2.1480068 1.5446899 1.5071191 1.8286544 1.7476918 1.8413096 1.7824332 2.1108607 1.4591685 2.3904139	-5.000000 -4.000000 -2.000000 -3.000000 -4.000000 -4.000000 -4.000000 -2.000000 -8.000000	7.00000 4.00000 6.00000 5.00000 5.00000 6.00000 6.00000
Variable 035DELTA 037DELTA 038DELTA 039DELTA 040DELTA 041DELTA 042DELTA 043DELTA 045DELTA 045DELTA 046DELTA	Label DELTA-INFORE IND & WORK GRP DELTA-SUTLEDES TRUET DELTA-SUTLEDES TRUET DELTA-MANDER CONFLICT DELTA-BUILDING CONFLICT DELTA-BUILDING TEMPHORE DELTA-BUILDING TEM	53 53 53 53 53 53 53 53 53 53 53 53	0.9622642 0.8679245 1.1886792 1.6603774 1.0566038 1.2641509 1.5283019 1.0754717 1.2075472 1.4528302 1.1132075	2.1480068 1.5446899 1.5071191 1.8286544 1.7476918 1.8413096 1.7824332 2.1108607 1.4591685 2.3904139 1.7503887	-5.000000 -4.000000 -2.000000 -3.000000 -4.000000 -4.000000 -2.000000 -8.000000 -4.000000	7.00000 4.00000 6.00000 5.00000 5.00000 6.00000 6.00000 6.00000 6.00000 6.00000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q41DELTA Q45DELTA Q45DELTA Q45DELTA	Label DELTA-INFORM IND & WORK GRP DELTA-BUILDING TRUST DELTA-AHNACHING CHANNE DELTA-AHNACHING CONFLICT DELTA-BUILDING TRUST DELTA-AHNACHING CONFLICT DELTA-BUILDING TRANNCHK DELTA-BUILDING TRANNCHK DELTA-BUILDING TRANNCHK DELTA-BUILDING TRANNCHK DELTA-BUILDING TRANNCHK DELTA-BUILDING TRANNCHK DELTA-BUILDING TRANNCH DELTA-BUILDING TRANNCH DELTA-BUILDING TRANNCH DELTA-BUILDING TRANNCH DELTA-BUILDING LADOR RELATIONE DELTA-BUILDING LADOR RELATIONE DELTA-BUILDING LADOR RELATIONE	53 53 53 53 53 53 53 53 53 53 53 53 53	0.9622642 0.8679245 1.1886792 1.6603774 1.0566038 1.2641509 1.5283019 1.0754717 1.2075472 1.4528302 1.1132075 2.3396226	2.1480068 1.5446899 1.5071191 1.8286544 1.7476918 1.8413096 1.7824332 2.1108607 1.4591685 2.3904139 1.7503887 3.2695765	-5.000000 -4.000000 -2.000000 -3.000000 -4.000000 -4.000000 -2.000000 -8.000000 -7.000000	7.000000 4.000000 6.000000 5.000000 5.000000 5.000000 6.000000 6.000000 6.000000 5.000000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q41DELTA Q45DELTA Q45DELTA Q45DELTA	Label DELTA-INFORE IND & WORK GRP DELTA-SUTLEDES TRUET DELTA-SUTLEDES TRUET DELTA-MANDER CONFLICT DELTA-BUILDING CONFLICT DELTA-BUILDING TEMPHORE DELTA-BUILDING TEM	53 53 53 53 53 53 53 53 53 53 53 53	0.9622642 0.8679245 1.1886792 1.6603774 1.0566038 1.2641509 1.5283019 1.0754717 1.2075472 1.4528302 1.1132075	2.1480068 1.5446899 1.5071191 1.8286544 1.7476918 1.8413096 1.7824332 2.1108607 1.4591685 2.3904139 1.7503887	-5.000000 -4.000000 -2.000000 -3.000000 -4.000000 -4.000000 -2.000000 -8.000000 -4.000000	7.00000 4.00000 6.00000 5.00000 5.00000 6.00000 6.00000 6.00000 6.00000 6.00000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q41DELTA Q45DELTA Q45DELTA Q45DELTA	LADEL LADEL DELTA-INFORM IND 6 WORK GRP DELTA-BUILDING TROOT DELTA-MANAGING CORPLICT DELTA-MANAGING CORPLICT DELTA-MANAGING CORPLICT DELTA-MOTIVATION PROPLIC DELTA-DE	53 53 53 53 53 53 53 53 53 53 53 53 53	0.9622642 0.8679245 1.1886792 1.6603774 1.0566038 1.2641509 1.5283019 1.0754717 1.2075472 1.4528302 1.1132075 2.3396226	2.1480068 1.5446899 1.5071191 1.8286544 1.7476918 1.8413096 1.7824332 2.1108607 1.4591685 2.3904139 1.7503887 3.2695765	-5.000000 -4.000000 -2.000000 -3.000000 -4.000000 -4.000000 -2.000000 -8.000000 -7.000000	7.000000 4.000000 6.000000 5.000000 5.000000 5.000000 6.000000 6.000000 6.000000 5.000000
Variable Q35DELTA Q39DELTA Q39DELTA Q39DELTA Q40DELTA Q40DELTA Q41DELTA Q41DELTA Q44DELTA Q45DELTA Q45DELTA Q50DELTA Q50DELTA	Label LABEL DELTA-HOUSE IND 6 WORK ORP DELTA-HOUSE IND 6 WORK ORP DELTA-HOUSE IND 6 WORK ORP DELTA-HOUSE FROM DELTA-HOUSE FRANCISK DELTA-HOUSE FRAN	53 53 53 53 53 53 53 53 53 53 53 53 53	0.9622642 0.8679245 1.1886792 1.6603774 1.0566038 1.2641509 1.5283019 1.0754717 1.2075472 1.4528302 1.1132075 2.3396226	2.1480068 1.5446899 1.5071191 1.8286544 1.7476918 1.8413096 1.7824332 2.1108607 1.4591685 2.3904139 1.7503887 3.2695765	-5.000000 -4.000000 -2.000000 -3.000000 -4.000000 -4.000000 -2.000000 -8.000000 -7.000000	7.00000 4.00000 5.00000 5.00000 5.00000 5.00000 5.00000 5.00000 5.00000 5.00000 7.00000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q41DELTA Q45DELTA Q45DELTA Q50DELTA Q50DELTA Q50DELTA	Label LABEL DELTA-HOUSE IND 6 WORK ORP DELTA-HOUSE IND 6 WORK ORP DELTA-HOUSE IND 6 WORK ORP DELTA-HOUSE FROM DELTA-HOUSE FRANCISK DELTA-HOUSE FRAN	53 53 53 53 53 53 53 53 53 53 53 53 53 5	0.9622642 0.8679245 1.1886792 1.6603774 1.0566038 1.2641509 1.5283019 1.0754717 1.4075472 1.4528302 0.4905660	2.1480068 1.5446899 1.5071191 1.8286544 1.7476918 1.8413096 1.7824332 2.1108607 1.4591685 2.3904139 1.7503887 3.2695765 2.5915739	-5.000000 -4.000000 -2.000000 -3.000000 -4.000000 -4.000000 -4.000000 -2.000000 -2.000000 -3.000000 -7.000000 -9.000000	7.00000 4.00000 5.00000 5.00000 5.00000 5.00000 5.00000 5.00000 5.00000 5.00000 7.00000
Variable Q35DELTA Q37DELTA Q37DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q41DELTA Q45DELTA Q45DELTA Q50DELTA Q50DELTA Q50DELTA	Label L. DELTA-INFORD IND & WORK CAP- DELTA-INFORD IND & WORK CAP- DELTA-ANAMATING CHANGE DELTA-ANAMATING CONFLICT DELTA-ANAMATING CONFLICT DELTA-ANAMATING CONFLICT DELTA-ANAMATING PROPERTY DELTA-PROPERTY DELTA-DELT	53 53 53 53 53 53 53 53 53 53 53 53 53 5	0.9622642 0.8679245 1.1886792 1.6603774 1.0566038 1.2641509 1.5283019 1.0754717 1.2075472 1.4528302 2.1112075 2.3396226 0.4905660	2.1480068 1.544689 1.5071191 1.828554 1.7476918 1.8413096 1.7824332 2.1108607 1.455168 2.3904139 1.750387 3.2695765 2.5915739	-5.0000000 -4.0000000 -2.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -2.0000000 -7.0000000 -7.0000000 -9.0000000 -9.0000000	7.000000 4.000000 5.000000 5.000000 5.000000 6.000000 6.000000 6.000000 6.000000 7.000000 7.000000
Variable Q35DELTA Q37DELTA Q39DELTA Q39DELTA Q40DELTA Q41DELTA Q41DELTA Q41DELTA Q45DELTA Q50DELTA Q50DELTA Q50DELTA Q50DELTA	TABLE THOUSE IND & WORK CAP DELTA-INFORE IND & WORK CAP DELTA-ANAMATHS CHANGE BELTA-ANAMATHS CHANGE BELTA-ANAMATHS CONFLICT BELTA-OFFICE ORGAN CLIMAT DELTA-OFFICE ORGAN CLIMAT DELTA-OFFICE ORGAN DELTA-OFFICE ORGAN DELTA-OFFICE ORGAN DELTA-OFFICE ORGAN DELTA-OFFICE ORGAN DELTA-ORGAN	53 53 53 53 53 53 53 53 53 53 53 53 53 5	0.9622642 0.8679245 1.1886792 1.6660374 1.0566038 1.2641509 1.5283019 1.0754712 1.4278301 2.3396226 0.4905660	2.1480068 1.5446899 1.5071191 1.828554 1.7476918 1.8413096 1.7824332 2.1108607 1.459168 2.3904139 1.750188 3.2695765 2.5915733 2.5915739	-5.0000000 -4.0000000 -2.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -2.0000000 -7.0000000 -7.0000000 -9.0000000 -9.0000000	7.000000 4.000000 5.000000 5.000000 5.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000
Variable 035DELTA 037DELTA 037DELTA 036DELTA 036DELTA 040DELTA 040DELTA 040DELTA 040DELTA 040DELTA 040DELTA 050DELTA 030DELTA 030DELTA 030DELTA 030DELTA	DADA-I NOOM IND & WORK CAP- DELTA-INFORM IND & WORK CAP- DELTA-AMAGINE CHANGE SHITA-AMAGINE CONTINUE SHITA-AMAGINE CONTINUE SHITA-BOWLE FOR GOMEN CLIMAT DELTA-BOWLE FOR GOMEN CLIMAT DELTA-BOWLE FROM CHANGE DELTA-AMAGINE DELTA-	53 53 53 53 53 53 53 53 53 53 53 53 53 5	0.9622642 0.8679245 1.1886792 1.66603774 1.0566038 1.2641503 1.27641503 1.276472 2.075472 2.1396226 0.4905660 Mean 0.9268293 0.7317073	2.1480068 1.5446899 1.5071191 1.8285544 1.7476918 1.8413095 2.1108607 1.4591685 2.3904139 1.7503887 3.2695765 2.5915739 Std Dev	-5.0000000 -4.0000000 -2.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -2.0000000 -4.0000000 -9.0000000 Minimum -2.0000000 -2.0000000	7.000000 4.000000 5.000000 5.000000 5.000000 6.000000 6.000000 6.000000 7.000000 7.000000 Haximun 5.000000 4.000000
Variable 035DELTA 037DELTA 035DELTA 035DELTA 035DELTA 045DELTA 045DELTA 045DELTA 045DELTA 045DELTA 045DELTA 045DELTA 050DELTA 050DELTA 050DELTA 050DELTA 050DELTA 050DELTA 050DELTA 050DELTA 050DELTA 035DELTA 035DELTA 035DELTA 035DELTA 035DELTA 035DELTA	Label LEUTA-HHOWE ING & WORK CEP- DELTA-HHOWE ING & WORK CEP- DELTA-HOUSE ING & WORK CEP- DELTA-MANAGEME CONFLICT DELTA-MANAGEME CONFLICT DELTA-MANAGEME CONFLICT DELTA-MONTH CONFLICT DELTA-MONTH CONFLICT DELTA-HOUSE CONFLICT DELTA-HOUSE CONFLICT DELTA-HOUSE CONFLICT DELTA-MANAGEME DELTA-MANAGEME DELTA-MANAGEME CONFLICT DELTA-MANAGEME CONFLI	53 53 53 53 53 53 53 53 53 53 53 53 53 5	0.9622642 0.8679245 1.1886792 1.6603774 1.0566038 1.2043039 1.20754717 1.2075472 1.4528302 1.1132075 2.3396226 0.4905660	2.1480068 1.5446899 1.5071191 1.8285348 1.844096 1.844096 2.1108607 1.4551685 2.3904139 1.7503887 2.2595765 2.5915739 Std Dev	-5.0000000 -4.0000000 -2.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -2.0000000 -4.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.00000000 -7.00000000 -7.00000000	7.000000 4.000000 5.000000 5.000000 5.000000 6.000000 6.000000 6.000000 7.000000 7.000000 Haximin 5.0000000 4.000000 4.000000
Variable Q35DELTA Q37DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q45DELTA Q51DELTA Q61DELTA Q61DELTA Q61DELTA Q61DELTA Q61DELTA Q61DELTA Q61DELTA	LAND INCOME IND & WORK CEP- DELTA-INCOME IND & WORK CEP- BUILTA-MANAGING CHARGE BUILTA-MANAGING COMPALICY BUILTA-MANAGING COMPALICY BUILTA-MANAGING COMPALICY BUILTA-FOUND COMPALICY BUILTA-FOUND COMPALICY BUILTA-FOUND COMPALICY BUILTA-FOUND COMPALITY BUILTA-FOUND COMPALITY BUILTA-MANAGING COMPALITY BUILTA-BUILTA	53 53 53 53 53 53 53 53 53 53 53 53 53 5	0.9622642 0.8679245 1.8686752 1.6602774 1.6002774 1.2641509 1.5283019 1.0754717 1.2075472 1.4528300	2.1480068 1.5446899 1.5071191 1.8285544 1.7476918 1.7621207 2.450168 2.3904139 1.7503887 3.2695765 2.5915739 87d Dev	-5.0000000 -4.0000000 -2.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -2.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000	7.000000 4.000000 5.000000 5.000000 5.000000 5.000000 5.000000 5.000000 6.000000 7.000000 Haximur 5.000000 4.000000 4.000000 5.000000
Variable Q35DELTA Q37DELTA Q37DELTA Q36DELTA Q36DELTA Q36DELTA Q36DELTA Q40ELTA Q40ELTA Q40ELTA Q40ELTA Q51DELTA Q51DELTA Q51DELTA Q51DELTA Q51DELTA Q51DELTA Q51DELTA Q40ELTA Q40ELTA Q40ELTA Q40ELTA Q40ELTA Q40ELTA	DELTA-THOUSE IND & WORK CEP- BUILTA-HANGER CHANGE BUILTA-MANAGERS CHANGERS MELLATIONS LADGE CHANGER CHANGERS CHANGERS BUILTA-MANAGERS CHANGERS CHANGERS CHANGERS CHANGERS BUILTA-MANAGERS CHANGERS CHANGER	53 53 53 53 53 53 53 53 53 53 53 53 53 5	0.9622642 0.8679245 1.16867924 1.0566038 1.2641509 1.2583013 1.0754717 1.15283013 1.132075 2.3396226 0.4905660 Mean 0.9268293 0.7317073 0.780488 1.1213512 0.487805 1.164315 1.164315 1.164315	2.1480068 1.5446899 1.8246544 1.7476918 1.8413096 1.7824332 2.1108685 2.3904139 1.750387 2.5915739 854 Dev	-5.0000000 -4.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.00000000 -7.00000000 -7.00000000 -7.00000000 -7.00000000 -7.0000000000	7.000000 4.000000 5.000000 5.000000 5.000000 6.000000 6.000000 6.000000 6.000000 7.000000 7.000000 Haximum 5.000000 4.000000 4.000000 5.000000 5.000000 7.000000 5.000000
Variable Q35DELTA Q37DELTA Q37DELTA Q36DELTA Q36DELTA Q4DELTA Q51DELTA Q51	DADA-1 DELTA-SHOWN IND & WORK GRP DELTA-WARRANGED CHANGE DELTA-WARRANGED CONSILION	53 53 53 53 53 53 53 53 53 53 53 53 53 5	0.9622642 0.8679245 1.888752 1.6603774 1.2641509 1.5283019 1.075472 1.4528302 1.1132075 0.4905660 Mean 0.9268293 0.7317073 0.8780488 1.2135184 1.21351	2.1480068 1.5446893 1.8285544 1.7476918 1.8413096 1.751685 2.3904139 1.7501887 2.5915739 Std Dev	-5.0000000 -4.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -5.0000000 -6.0000000 -6.0000000 -6.00000000 -6.00000000 -6.0000000000	7.000000 4.000000 5.000000 5.000000 5.000000 6.000000
Variable Q35DELTA Q37DELTA Q37DELTA Q35DELTA Q35DELTA Q35DELTA Q45DELTA Q40DELTA Q40DELTA Q40DELTA Q40DELTA Q40DELTA Q50DELTA Q50DELTA Q50DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q35DELTA Q40DELTA Q40DELTA Q40DELTA Q40DELTA	Label DELTA-INFORE IND & WORK GRP DELTA-INFORE IND & WORK GRP DELTA-SWARD IND GRAPE CONTINUES OF THE CONTINU	53 53 53 53 53 53 53 53 53 53 53 53 53 5	0.9622642 0.8679245 1.1886792 1.0666038 1.2641509 1.2754172 1.075471 1.075471 1.132075 2.3396226 0.4905660 Mean 0.9248293 0.0780488 1.211551 0.8780488 1.214551 0.8780488 1.214551 0.8780488 1.0487805 1.14634114	2.1480068 1.5446899 1.5071121 1.7476918 1.8413096 1.7824332 2.1108607 3.2695765 2.5915739 Std Dev 1.6791407 1.2082037 1.3813939 1.2883152 1.35257946 1.35257946 1.35257946 1.35257946 1.35257946 1.35257946 1.35257946 1.35257946	-5.0000000 -4.0000000 -3.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -7.0000000 -7.0000000 -9.0000000 -9.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000	7.000000 4.000000 6.000000 5.000000 5.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000
Variable Q35DELTA Q37DELTA Q37DELTA Q37DELTA Q40DELTA Q40DELTA Q40DELTA Q40DELTA Q40DELTA Q40DELTA Q40DELTA Q40DELTA Q40DELTA Q37DELTA Q37DELTA Q37DELTA Q37DELTA Q37DELTA Q39DELTA Q34DELTA Q34DELTA Q40DELTA Q40DELTA	LABOLI DELTA-INFORDING WORK CAP DELTA-INFORDING CHANGE DELTA-ANAGING CHANGE DELTA-ANAGING CHANGE DELTA-ANAGING CHANGE DELTA-ANAGING CHANGE DELTA-CHANGE CONSTITUTION DELTA-CHANGE CHANGE DELTA-CHANGE CHANGE DELTA-CHANGE CHANGE DELTA-CHANGE CHANGE DELTA-CHANGE CHANGE DELTA-ANAGING CHANGE DELTA-ANAGING CHANGE DELTA-ANAGING CHANGE DELTA-ANAGING CHANGE DELTA-ANAGING CHANGE DELTA-DELTA-DELTA CHANGE DELTA-DELTA-DELTA CHANGE DELTA-DELTA-DELTA CHANGE DELTA-DELTA-DELTA CHANGE DELTA-DELTA-DELTA CHANGE DELTA-DELTA-DELTA COLOR DELTA-DELTA-DELTA-DELTA COLOR DELTA-DELTA-DELTA-DELTA COLOR DELTA-DEL	53 53 53 53 53 53 53 53 53 53 53 53 53 5	0.9622642 0.8679245 1.8603774 1.056038 1.2641509 1.2641509 1.2641509 1.2641509 1.2621509 1.2075472 1.4528302 1.1132075 2.3396226 0.4903666 Mean 0.9268293 0.73170773 0.8780488 0.9780488 1.0487805 1.1463415 1.459248 1.469848	2.1480068 1.5446893 1.8286544 1.7476918 1.8413096 1.7524332 1.4591685 2.3904139 1.750387 2.5915735 Std Dev 1.6791403 1.15247 1.2082037 1	-5.0000000 -4.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -4.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.00000000 -7.00000000 -7.00000000 -7.00000000 -7.00000000 -7.00000000 -7.0000000000	7.000000 4.000000 5.000000 5.000000 5.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.000000 6.0000000 6.0000000 6.00000000
Variable 035DELTA 037DELTA 037DELTA 037DELTA 040DELTA 040DELTA 040DELTA 045DELTA 050DELTA 050DELTA 050DELTA 050DELTA 050DELTA 050DELTA 040DELTA	DADA-1 NOOM IND & WORK ORP- DELTA-ANGOINE CHANGE DELTA-ANGOINE CHANGE DELTA-ANGOINE CHANGE DELTA-ANGOINE CHANGE DELTA-ANGOINE CHANGE DELTA-ANGOINE CONTAINE DELTA-ANGOINE DO GOMEN CLIMAT DELTA-ANGOINE DE FORMER DELTA-ANGOINE DELTA-AN	53 53 53 53 53 53 53 53 53 53 53 53 53 5	0.9622642 0.8679245 1.6603774 1.0566038 1.2641509 1.275472 1.4528302 2.11132075 2.125472 1.4528302 0.7917073 0.790488 1.271578 1.275582 1.275582 0.7917073 0.770478 1.2715763 0.7917073 0.790488 1.2715784 0.7917073 1.463416	2.1480068 1.5446899 1.8246544 1.7476918 1.8413096 1.8413096 1.45168607 1.459168 2.3904139 1.750396 2.3904139 1.750396 2.5915739 Std Dev 1.6771400 1.1624197 1.208203 1.3813939 1.3813939 1.3813939 1.3813939 1.381393 1.38139 1.38	-5.0000000 -4.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -2.0000000 -7.0000000 -7.0000000 -7.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000	7.000000 4.000000 5.000000 5.000000 5.000000 6.000000 6.000000 7.000000 7.000000 Haximin 5.000000 4.000000 5.000000 5.000000 6.000000 7.000000 6.000000 7.000000
Variable 0310ELTA 0380ELTA 0380ELTA 0380ELTA 0390ELTA 040ELTA 040ELTA 040ELTA 040ELTA 040ELTA 040ELTA 040ELTA 050ELTA	LABAL DELTA-INFORTING WORK CRP DELTA-INFORTING WORK CRP DELTA-MULTING TRUST BELTA-MULTING TRUST BELTA-MANDING CONFILCT BELTA-SHAMBING CONFILCT BELTA-SHAMBING CONFILCT BELTA-SHAMBING CONFILCT BELTA-SHAMBING CONFILCT BELTA-SHAMBING CONFILCT BELTA-SHAMBING CONFILCT BELTA-MANDING CONFILCT BELTA-MANDING CONFILCT BELTA-MANDING CONFILCT BELTA-MANDING CONFILCT BELTA-MANDING CONFILCT BELTA-MANDING CONFILCT BELTA-SHAMBING CONFILCT BE	53 53 53 53 53 53 53 53 53 53 53 53 53 5	0.9622642 0.86792452 1.6603774 1.0566038 1.2641309 1.2041309 1.20754717 1.4528300 1.3396226 0.4905660 Mean 0.9268293 0.7317073 0.7317073 0.781268 0.781	2.1480068 1.5071191 1.5071191 1.5071191 1.5071191 1.6205191 2.1108607 1.4591689 2.4591699 2.4591699 2.4591699 2.595765 2.5915739 8Ed Dev 1.6791403 1.1624197 1.3813993 1.2883152 1.358250 1.3582	-1.0000000 -2.0000000 -3.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.0000000 -7.00000000 -7.00000000 -7.00000000 -7.00000000 -7.00000000 -7.00000000 -7.00000000 -7.00000000 -7.00000000 -7.00000000 -7.0000000000	7.000000 4.000000 4.000000 5.000000 5.000000 6.000000 6.000000 7.000000 7.000000 7.000000 4.000000 7.000000
Variable Q35DELTA Q37DELTA Q37DELTA Q37DELTA Q37DELTA Q40ELTA	DADA-1 NOOM IND & WORK ORP- DELTA-ANGOINE CHANGE DELTA-ANGOINE CHANGE DELTA-ANGOINE CHANGE DELTA-ANGOINE CHANGE DELTA-ANGOINE CHANGE DELTA-ANGOINE CONTAINE DELTA-ANGOINE DO GOMEN CLIMAT DELTA-ANGOINE DE FORMER DELTA-ANGOINE DELTA-AN	53 53 53 53 53 53 53 53 53 53 53 53 53 5	0.9622642 0.8679245 1.6603774 1.0566038 1.2641509 1.275472 1.4528302 2.11132075 2.125472 1.4528302 0.7917073 0.790488 1.271578 1.275582 1.275582 0.7917073 0.770478 1.2715763 0.7917073 0.790488 1.2715784 0.7917073 1.463416	2.1480068 1.5446899 1.8246544 1.7476918 1.8413096 1.8413096 1.45168607 1.459168 2.3904139 1.750396 2.3904139 1.750396 2.5915739 Std Dev 1.6771400 1.1624197 1.208203 1.3813939 1.3813939 1.3813939 1.3813939 1.381393 1.38139 1.38	-5.0000000 -4.0000000 -3.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -2.0000000 -7.0000000 -7.0000000 -7.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000 -2.0000000	7.000000 4.000000 5.000000 5.000000 5.000000 6.000000 6.000000 7.000000 7.000000 Haximin 5.000000 4.000000 5.000000 5.000000 6.000000 7.000000 6.000000 7.000000

RANK = 07	THER					
Variable	Label	N	Meas	Std Dev	Minimum	Maximum
			1.0000000	2.4037009	-2.0000000	5.0000000
Q37DELTA	DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST	10	0.4000000	2.1186998	-3.0000000	
			1.1000000	2.2335821	-1.0000000 -1.0000000	5.0000000
OAODRITA	DELTA-MANAGING CONFLICT DELTA-BUILDING TEAMWORK	10	1.1000000	1.8529256	-2.0000000	4.0000000
Q41DELTA	DELTA-DEVLP POS ORGAN CLIMAT DELTA-MOTIVATING PEOPLE	10	1.1000000	2.0248457	-2.0000000	4.0000000
Q42DBLTA	DELTA-MOTIVATING PEOPLE	10	1.0000000	1.8257419	-2.0000000	4.0000000
Q43DELTA	DELTA-EMPLY COORD MECHNSM DELTA-DEVLP SUBORDINATES	10		2.2705848 1.8378732	-2.0000000	5.0000000
DAEDRIMA	DELTA-DEVLP SUBORDINATES DELTA-UNDESTND ROLE CO & KO	10	1.0000000		-3.0000000	4.0000000 7.0000000
O46DELTA	DELTA-PROM INNOVT & RISK BEVE	10	1.1000000			
Q50DELTA	DELTA-MANAGE LABOR RELATIONS	10	3.3000000	3.0930029	-1.0000000	
Q51DELTA	DELTA-MANG MULTI-CULT DIVESTY	10	2.0000000	2.3094011	0	6.0000000
POSITION	= CO					
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
	IMPOWR IND & WORK GRP/CUR					
C37QUES	BUILDING TRUST/CUR	28	8.8571429	1.4584184		10.0000000
		28	8.5714286	1.5013222	3.0000000	10.0000000
C39QUES	MANAGING CONFLICT/CUR	28	7.9285714	1.9231258	3.0000000	10.0000000
C40QUES	MANAGING CONFLICT/CUR BUILDING TEANWORK/CUR DEVLP POS ORGAN CLIMAT/CUR MOTIVATING PEOPLE/CUR	28	8.5714286 8.5714286	1.4764465	5.0000000	10.0000000
C42OURS	MOTIVATING PROPIR/CUR	28	8.0357143	1.6662698	4.0000000	10.0000000
		28	7.7142857	1.8024087	4.0000000	10.0000000
C44OURS	DEVLP SUBORDINATES/CUR	28	8.5714286	1.3173647	6.0000000	10.0000000
C45QUES	UNDRSTND ROLE CO & XO/CUR	28	8.5000000	1.8559215	2.0000000	10.0000000
C46QUES	PROM INNOVT & RISK BHVR/CUR MANAGE LABOR RELATIONS/CUR	28	8.0000000 5.1851852	1.6555183	4.0000000	
CSTOURS	MANG MULTI-CULT DIVESTY/CUR		7.3214286	2.0737079	2 0000000	10.00000000
	AMIO HODEL COME PATROLLY COM					
POSITION	- 10					
Variable		N	Mean	Std Dev	Minimum	Marinum
C35QUES	IMPOWR IND & WORK GRP/CUR	31	8.2903226	1.2163757	5.0000000	10.0000000
C3700ES		31	8.77 4 1935 8.3225806	1.0865750	6.0000000	10.0000000
C38DORE	MANAGING CHANGE/CUR MANAGING CONFLICT/CUR BUILDING TRANSCRE/CUR	31	8.3225806	1.3834661	5.0000000	10.0000000
C40QUES	BUILDING TEANWORK/CUR	31	8.5483871	1.2339289	6.0000000	10.0000000
C41QUES	DEVLP POS ORGAN CLIMAT/CUR	31	8.5161290	1.0915117	6.0000000	10.0000000
C42QUES	MOTIVATING PROPLE/CUR	31	8.1612903	1.4628004	4.0000000	10.0000000
C43QUES	MOTIVATING PEOPLE/CUR EMPLY COORD MECHNSM/CUR DEVLP SUBORDINATES/CUR	31	7.6774194 8.1612903	1.2216682	5.0000000	10.0000000
C44QUES C45QUES	UNDRSTND ROLE CO & XO/CUR		8.4516129		5.0000000	10.0000000
C460UES	PROM INNOVT & RISK BEVR/CUR	31	8.0967742		4.0000000	10.0000000
C50QUES	MANAGE LABOR RELATIONS/CUR	31	5.3870968	2.4586910	0	10.0000000
C51QUES	MANG MULTI-CULT DIVESTY/CUR	31	8.0000000	1.4605935	5.0000000	10.0000000
POSITION	= DH					
Variable				Std Dev		
	IMPOWR IND & WORK GRP/CUR					
C35QUES C37QUES	IMPONE IND & WORK GRP/CUR	25	8.4000000	1.7682383	5.0000000	10.0000000
		25	8.0400000	1.3686977	3.0000000	10.0000000
C39OURS	MANAGING CONFLICT/CUR	25	7.3200000	2.0355180	1.0000000	10.0000000
			8.3600000	1.4685594	4.0000000	10.0000000
C41QUES C42QUES	DEVLP POS ORGAN CLIMAT/CUR MOTIVATING PROPLE/CUR	25	8.0800000	1.4696938	5.0000000	10.0000000
C43QUES	EMPLY COORD MECHNSM/CUR	25	7.0400000	1.6451950	3.0000000	10.0000000
C44QUES	DEVLP SUBORDINATES/CUR		8.2400000	1.0519823	6.0000000	10.0000000
C45QUES	UNDRSTND ROLE CO & XO/CUR		6.5200000	2.6789301	0	10.0000000
C46QUES		25	7.6000000 4.0800000	1.8484228	2.0000000	7.0000000
C50QUES						
C51QUES		25	7.2400000	1.6653328	4.0000000	10.0000000

POSITION	- OPS					
Variable			Hean	Std Dev		Maximum
C35QUES	IMPOWR IND & WORK GRP/CUR	5	5.8000000	2.4899799	2.0000000	9.0000000
C37QUES	BUILDING TRUST/CUR	5	8.6000000	1.1401754	7.0000000	
		5	7.6000000	1.6733201	5.0000000	
C39QUES	MANAGING CHANGE/CUR MANAGING CONPLICT/CUR BUILDING TEAMWORE/CUR	5	7,6000000	1.1401754	6.0000000	9.0000000
		5	7.4000000	2.7018512	3.0000000	10.0000000
C41QUES		5	7.6000000	1.1401754	6.0000000	9.0000000
C42QUES	MOTIVATING PROPLE/CUR	5	7.8000000	1.6431677	5.0000000	9.0000000
C43QUES	EMPLY COORD MECHNSM/CUR	5	6,6000000	1.6733201	4.0000000	8.0000000
C44QUES	DEVLP SUBORDINATES/CUR	5	8.2000000	1.7888544	6.0000000	10.0000000
C45QUES	UNDESTND ROLE CO & XO/CUR	5	8.2000000 5.4000000	2.3021729	3.0000000	
C46QUES	PROM INNOVT & RISK BHVR/CUR	5	6.4000000	1.5165751	5.0000000	
C50QUES	MANAGE LABOR RELATIONS/CUR	5	1.8000000	0.8366600	1.0000000	3.0000000
C51QUES	PROM INNOVI & RISK BHVR/CUR MANAGE LABOR RELATIONS/CUR HANG HULTI-CULT DIVRSTY/CUR	5	6.2000000	1.9235384	4.0000000	9.0000000
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POSITION	- DIR					
Variable		N				
C35QUES	IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR	76	7.8157895	1.8163005	2.0000000	
C37QUES	BUILDING TRUST/CUR	76	8.2894737	1.4218841	4.0000000	10.0000000
C38QUES	MANAGING CHANGE/CUR	76	8.0263158	1.5229242	4.0000000	10.0000000
C39QUES	MANAGING CONFLICT/CUR BUILDING TEAMNORK/CUR	76	7.8684211	1.5261464	4.0000000	10.0000000
C40QUES	BUILDING TEAMWORK/CUR	76	8.0526316	1.5654157	4.0000000	10.0000000
C41QUES	DEVLP POS ORGAN CLIMAT/CUR	76	8.0131579	1.5619938	4.0000000	10.0000000
C42QUES	MOTIVATING PROPLE/CUR	76	7.9736842	1.4964285	4.0000000	10.0000000
C43QUES	EMPLY COORD MECHNSM/CUR DEVLP SUBORDINATES/CUR	76	7.4210526	1.6754156	3.0000000	10.0000000
C44QUES	DEVLP SUBORDINATES/CUR UNDESTND ROLE CO & XO/CUR	76	8.0789474	1.5122888	3.0000000	10.0000000
C45QUES	UNDRSTND ROLE CO & XO/CUR	76	7.6710526	1.5865111	2.0000000	10.0000000
C46QUES	PROM INNOVT & RISK BHVR/CUR	76	7.5657895 5.1578947	1.7230634		10.0000000
CSUQUES	MANAGE LABOR RELATIONS/CUR MANG MULTI-CULT DIVRSTY/CUR	76	5.1578947	2.6384472		10.0000000
Caldons	MANG MULTI-CULT DIVESTI/CUR	76	7.0921053	1.9608001	2.0000000	10.000000
POSITION	= OTHER					
Variable				Std Dev		
CSEOURC	THROWS THE C WORK CORNERS					
CSEOURC	THROWS THE C WORK CORNERS		8.3571429	1.5273351	2.0000000	10.0000000
CSEOURC	THROWS THE C WORK CORNERS		8.3571429 8.8333333	1.5273351 1.0573014	2.0000000	10.0000000
CSEOURC	THROWS THE C WORK CORNERS		8.3571429 8.8333333 8.4285714	1.5273351 1.0573014 1.4337884	2.0000000 6.0000000 4.0000000	10.0000000 10.0000000 10.0000000
CSEOURC	THROWS THE C WORK CORNERS		8.3571429 8.8333333 8.4285714 7.9047619	1.5273351 1.0573014 1.4337884 1.4948615	2.0000000 6.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000
CSEOURC	THROWS THE C WORK CORNERS		8.3571429 8.8333333 8.4285714 7.9047619 8.5853659	1.5273351 1.0573014 1.4337884 1.4948615 1.1827005	2.0000000 6.0000000 4.0000000 4.0000000 6.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES	IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR MANAGING CONFLICT/CUR BUILDING TRAMFORK/CUR BUILDING TRAMFORK/CUR DEVLP POS ORGAN CLIMAT/CUR	42 42 42 42 42 41 42	8.3571429 8.8333333 8.4285714 7.9047619 8.5853659 8.5476190	1.5273351 1.0573014 1.4337884 1.4948615 1.1827005 1.0865560	2.0000000 6.0000000 4.000000 6.000000 6.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
C35QUES C37QUES C38QUES C39QUES C40QUES C40QUES C41QUES C41QUES	IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHRNGE/CUR MANAGING COMPLICT/CUR BUILDING TRAMWORK/CUR DEVLP FOS ORGAN CLIMAT/CUR MOTIVATING PROPLE/CUR	42 42 42 42 41 41 42 42	8.3571429 8.8333333 8.4285714 7.9047619 8.5853659 8.5476190 8.3809524	1.5273351 1.0573014 1.4337884 1.4948615 1.1827005 1.0865560 1.2869397	2.0000000 6.0000000 4.0000000 6.0000000 6.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
C35QUES C37QUES C38QUES C38QUES C40QUES C41QUES C41QUES C42QUES C42QUES	IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANKAGING CHRANGE/CUR MANKAGING COMPLICT/CUR BUILDING TEMMOOR/CUR BUILDING TEMMOOR/CUR MOTIVATING PEOPLE/CUR EMPLY CORD MECHNSWICH	42 42 42 42 41 42 41 42 42	8.3571429 8.8333333 8.4285714 7.9047619 8.5853659 8.5476190 8.3809524 7.6904762	1.5273351 1.0573014 1.4337884 1.4948615 1.1827005 1.0865560 1.2869397 1.6001234	2.000000 6.000000 4.000000 6.000000 6.000000 4.000000 4.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
C35QUES C37QUES C38QUES C38QUES C40QUES C41QUES C41QUES C42QUES C42QUES	IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANKAGING CHRANGE/CUR MANKAGING COMPLICT/CUR BUILDING TEMMOOR/CUR BUILDING TEMMOOR/CUR MOTIVATING PEOPLE/CUR EMPLY CORD MECHNSWICH	42 42 42 42 41 42 41 42 42	8.3571429 8.8333333 8.4285714 7.9047619 8.5853659 8.5476190 8.3809524 7.6904762 8.2619048	1.5273351 1.0573014 1.4337884 1.4948615 1.1827005 1.0865560 1.2869397 1.6001234	2.0000000 6.0000000 4.0000000 6.0000000 6.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
C35QUES C37QUES C38QUES C38QUES C40QUES C41QUES C41QUES C42QUES C42QUES	IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANKAGING CHRANGE/CUR MANKAGING COMPLICT/CUR BUILDING TEMMOOR/CUR BUILDING TEMMOOR/CUR MOTIVATING PEOPLE/CUR EMPLY CORD MECHNSWICH	42 42 42 42 41 42 41 42 42	8.3571429 8.8333333 8.4285714 7.9047619 8.5853659 8.5476190 8.3809524 7.6904762 8.2619048 7.4047619	1.5273351 1.0573014 1.4337884 1.4948615 1.1827005 1.0865560 1.2869397 1.6001234	2.0000000 6.0000000 4.0000000 6.0000000 6.0000000 4.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES C42QUES C42QUES C44QUES C45QUES C45QUES C45QUES	IMPOWR IND 6 WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHEMOGE/CUR MANAGING COMPLICT/CUR BUILDING TEMMOGR/CUR BUILDING TEMMOGR/CUR BUILDING TEMMOGR/CUR BUILDING TEMMOGR/CUR EMPLY COORD MECHRSM/CUR BUILD SURGERISM/CUR BUILD SURGERISM/CUR BUILD SURGERISM/CUR PROM INNOVIT 6 RISM BUNJ/CUR	42 42 42 42 41 42 42 42 42 42 42 42	8.3571429 8.8333333 8.4285714 7.9047619 8.5853659 8.5476190 8.3809524 7.6904762 8.2619048 7.4047619 7.9047619	1.5273351 1.0573014 1.4337884 1.4948615 1.1827005 1.0865560 1.2869397 1.6001234 1.4492980 2.1759161 1.4948615	2.0000000 6.0000000 4.0000000 6.0000000 6.0000000 4.0000000 4.0000000 5.0000000 2.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES C42QUES C42QUES C44QUES C45QUES C45QUES C45QUES	IMPOWR IND 6 WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHEMOGE/CUR MANAGING COMPLICT/CUR BUILDING TEMMOGR/CUR BUILDING TEMMOGR/CUR BUILDING TEMMOGR/CUR BUILDING TEMMOGR/CUR EMPLY COORD MECHRSM/CUR BUILD SURGERISM/CUR BUILD SURGERISM/CUR BUILD SURGERISM/CUR PROM INNOVIT 6 RISM BUNJ/CUR	42 42 42 42 41 42 42 42 42 42 42 42	8.3571429 8.8333333 8.4285714 7.9047619 8.5853659 8.5476190 8.3809524 7.6904762 8.2619048 7.4047619 7.9047619	1.5273351 1.0573014 1.4337884 1.4948615 1.1827005 1.0865560 1.2869397 1.6001234 1.4492980 2.1759161 1.4948615	2.0000000 6.0000000 4.0000000 6.0000000 6.0000000 4.0000000 4.0000000 5.0000000 2.0000000 4.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
C35QUES C37QUES C39QUES C39QUES C40QUES C41QUES C42QUES C43QUES C44QUES C44QUES C45QUES C45QUES C50QUES C50QUES C51QUES	IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANKAGING CHRANGE/CUR MANKAGING COMPLICT/CUR BUILDING TEMMOOR/CUR BUILDING TEMMOOR/CUR MOTIVATING PEOPLE/CUR EMPLY CORD MECHNSWICH	42 42 42 41 42 42 42 42 42 42 42 42 42 42 42	8.3571429 8.833333 8.4285714 7.9047619 8.5853659 8.5476190 8.3809524 7.6904762 8.2619048 7.4047619 4.7380952 7.3095238	1.5273351 1.0573014 1.4337884 1.4948615 1.1827005 1.0865560 1.2866397 1.6001234 1.4492980 2.1759161 1.4948615 2.4797671 1.8278082	2.000000 6.000000 4.000000 6.000000 6.000000 4.000000 4.000000 2.000000 2.000000 0.000000 0.000000 0.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
C35QUES C37QUES C39QUES C39QUES C40QUES C41QUES C42QUES C43QUES C44QUES C44QUES C45QUES C45QUES C50QUES C50QUES C51QUES	IMPOWR IND 6 WORK GRP/CUR MANAGING CHANGE/CUR MANAGING CHANGE/CUR MANAGING CONFLICT/CUR BUILDING TEAMMORA/CUR MOTUVATING PROPIE/CUR MOTUVATING PROPIE/CUR MOTUVATING PROPIE/CUR MOTUVATING TO THE STATE FROM INDOVE 6 RIES NOTE/CUR MANAGE RADAG RELATIONS/TOUR MANAGE MANAGE READ RELATIONS/TOUR MANAGE MONITI-CULT DIVERTY/CUR MANAGE MONITI-CULT DIVERTY/CUR MANAGE MONITI-CULT DIVERTY/CUR	42 42 42 41 42 42 42 42 42 42 42 42 42 42 42	8.3571429 8.833333 8.4285714 7.9047619 8.5853659 8.5476190 8.3809524 7.6904762 8.2619048 7.4047619 4.7380952 7.3095238	1.5273351 1.0573014 1.4337884 1.4948615 1.1827005 1.0865560 1.2866397 1.6001234 1.4492980 2.1759161 1.4948615 2.4797671 1.8278082	2.000000 6.000000 4.000000 6.000000 6.000000 4.000000 4.000000 2.000000 2.000000 0.000000 0.000000 0.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
C35QUES C37QUES C39QUES C39QUES C40QUES C41QUES C42QUES C43QUES C45QUES C45QUES C50QUES C50QUES C50QUES C51QUES C51QUES C51QUES C51QUES	IMPOWE IND & WORK GREYCOR MANAGING CHANGE/CUR MANAGING CHANGE/CUR MANAGING CHANGE/CUR BUILDING TRAMMORK/CUR BUTLING TRAMMORK/CUR BUTLING TRAMMORK/CUR BUTLING TRAMMORK/CUR BUTLING TRAMMORK/CUR BUTLING TRAMMORK/CUR BUTLING TRAMMORK/CUR MANAGE LADRE RELATIONS/CUR MANAGE LADRE RELATIONS/CUR MANO MULTI-CULT DIVERTY/CUR = CO	42 42 42 41 42 42 42 42 42 42 42 42 42 42 42 42 42	8.3571429 8.833333 8.4285714 7.9047619 8.5853659 8.5476190 8.3809524 7.6904762 8.2619048 7.4047619 4.7380952 7.3095238	1.5273351 1.0573014 1.4337884 1.4948615 1.1827005 1.0865560 1.2866397 1.6001234 1.4492980 2.1759161 1.4948615 2.4797671 1.8278082	2.0000000 6.0000000 4.0000000 6.0000000 6.0000000 6.0000000 4.0000000 5.0000000 2.0000000 4.0000000 3.0000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES C42QUES C43QUES C44QUES C45QUES C50QUES C51QUES C51QUES	IMPORT IND & WORK GRP/COR IMPORT IND & WORK GRP/COR MANAGING GENERAL/COV MANAGING GENERAL/COV MANAGING GENERAL/COV MONTYATING FORDER MONTYATING MON	42 42 42 42 41 42 42 42 42 42 42 42 42 42 42 42 42 42	8.3571429 8.8333333 8.4285714 7.9047619 8.5853659 8.5876190 8.3809524 7.6904762 8.2619048 7.4047619 7.9047619 7.9047619 7.9047619 7.9047619 4.7380952 7.3095238	1.5273351 1.0573014 1.4337884 1.4948615 1.1827005 1.0865560 1.2869397 1.6001234 1.449280 2.1759161 1.4948615 2.4797671 1.8278082	2.0000000 6.0000000 4.0000000 6.0000000 6.0000000 6.0000000 4.0000000 5.0000000 2.0000000 4.0000000 3.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
C35QUES C37QUES C38QUES C38QUES C40QUES C41QUES C42QUES C42QUES C43QUES C45QUES C50QUES C50QUES C51QUES C51QUES C51QUES C51QUES C51QUES C51QUES C51QUES C51QUES C51QUES C51QUES	MOVEM TO A WORK DRY/OR MODIFIED TO A WORK DRY/OR MANAGEMEN CHANGE/COR MANAGEMEN CHANGE/COR CONTINUED TO CONTINUE CHANGE/COR CONTINUED TO CONTINUE CHANGE CONTINUED CON	42 42 42 42 41 42 42 42 42 42 42 42 42 42 42 42 42 42	8.3571429 8.8333333 8.4285714 7.9047619 8.5853659 8.5876190 8.3809524 7.6904762 8.2619048 7.4047619 7.9047619 7.9047619 7.9047619 7.9047619 4.7380952 7.3095238	1.5273351 1.0573014 1.4337884 1.4348615 1.1827005 1.0865560 1.286939 1.6001234 1.4429980 2.1759161 1.4948615 2.4797671 1.8278082	2.0000000 6.0000000 4.0000000 6.0000000 6.0000000 6.0000000 5.0000000 2.0000000 4.0000000 3.0000000 Minimum	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000
C35QUES C37QUES C38QUES C38QUES C38QUES C40QUES C40QUES C42QUES C43QUES C44QUES C50QUES C50QUES C50QUES C50QUES C51QUES FOSITION Variable R35QUES R37QUES R37QUES R38QUES	MOTOR IND & MOST OBSTORM MINISTRATE CHARACTER MANAGEMEN CHARACTER MANAGEMEN CHARACTER MANAGEMEN CHARACTER MANAGEMEN CHARACTER MANAGEMEN CHARACTER MENTILEMEN THROUGH CHARACTER MENTILEMENT CHARACTER MENTILEMENT CHARACTER MENTILEMENT CHARACTER MANAGEMENT CHARACTER MANAGEMENT CHARACTER MANAGEMENT CHARACTER MANAGEMENT CHARACTER LEDON LEDO	42 42 42 41 42 42 42 42 42 42 42 42 42 42 42 42 42	8.3571429 8.8333333 8.4289714 7.9687613 7.9687613 8.389524 7.6904762 8.2619049 7.904762 7.304763	1.5273351 1.0573014 1.4337844 1.4337844 1.4948615 1.9865560 1.2865387 1.6001234 1.4482980 2.1759161 1.4948615 1.278082	2.000000 6.000000 4.000000 6.000000 6.000000 6.000000 6.000000 6.000000 2.000000 3.000000 3.000000 Minimum 6.000000 7.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
C35QUES C37QUES C38QUES C38QUES C39QUES C40QUES C41QUES C42QUES C42QUES C44QUES C45QUES C50QUES C50QUES C51QUES FOSITION Variable R35QUES R38QUES R38QUES R39QUES R39QUES	MOTOR IND & MOST OBSTORM MINISTRATE CHARACTER MANAGEMEN CHARACTER MANAGEMEN CHARACTER MANAGEMEN CHARACTER MANAGEMEN CHARACTER MANAGEMEN CHARACTER MENTILEMEN THROUGH CHARACTER MENTILEMENT CHARACTER MENTILEMENT CHARACTER MENTILEMENT CHARACTER MANAGEMENT CHARACTER MANAGEMENT CHARACTER MANAGEMENT CHARACTER MANAGEMENT CHARACTER LEDON LEDO	42 42 42 41 42 42 42 42 42 42 42 42 42 42 42 42 42	8.3571429 8.8333333 8.4285714 7.9047619 8.5853659 8.5476190 8.3899542 7.2619048 7.4047619 7.9047619 4.7380952 7.3095238 Mean 9.0714286 9.5357143 9.3214286 9.2512000	1.5273351 1.0573014 1.4337884 1.4348615 1.8827005 1.0865560 1.2868334 1.450298 2.1759161 1.4948615 2.4797671 1.8278082 2.4797671 1.8278082	2.0000000 6.0000000 4.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 Maximum 10.000000 10.000000 10.000000 10.000000 10.000000
C35QUES C37QUES C38QUES C39QUES C4QQUES C4QQUES C41QUE	SPOTES IND & WORK SEP/COR MINISTRES CHAMPACTUR MANAGINE MA	42 42 42 41 42 42 42 42 42 42 42 42 42 42 42 42 42	8.3571429 8.8333333 8.4285714 7.9047619 8.380524 7.59047619 8.380524 7.6904762 8.2419048 7.9047619 7.9047619 7.9047619 7.9047619 9.352528 Mean 3.0714286 9.252046 9.252046 9.252046 9.252046	1.5273351 1.0573014 1.4337884 1.4948615 1.0865560 1.2865369 1.0865560 1.2869397 1.6001234 1.4492980 2.1759161 1.4948615 2.4797671 1.8278092	2.0000000 6.0000000 4.0000000 4.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
2350W8 C370W8 C370W8 C380W8 C390W8 C390W8 C490W8 C440W8 C440W8 C440W8 C450W8 C500W8 C550W8 R560W8 R560W8 R560W8 R560W8 R360W8 R360W8 R360W8 R360W8 R400W8 R410W8 R440W8	MOVEM IND & WORK GREVERS MANAGEMEN CHARACTER MOTIVATINE PROPERIOR MOTIVATINE ROLL MOTIVATINE MANAGEMEN CHARACTER MANAGE	42 42 42 41 42 42 42 42 42 42 42 42 42 42 42 42 42	8.3571429 8.8333333 8.42857149 8.5857659 8.5476190 8.5476190 8.3809524 7.6904762 8.2619048 7.6904762 7.309523 7	1.5273351 1.0573024 1.337885 1.1827005 1.8865560 1.2865397 1.6001234 1.44942980 1.4494515 2.4797671 1.8278082 5td Dev	2.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
C35QUES C37QUES C38QUES C39QUES C39QUES C49QUES C44QUES C44QUES C44QUES C44QUES C45QUES C45QUES C45QUES C56QUES C56QUES FFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFF	SPORE IND & WORK OFFICER STILLING TIMES (THE MANAGEMENT COM- MANAGEMENT COM- MANAGEMENT COM- MANAGEMENT COM- MANAGEMENT COM- MOTIVATION PROPERTY COM- MOTIVATION PROPERTY COM- MOTIVATION PROPERTY COM- MANAGEMENT COM- MANAGE	42 42 42 41 42 42 42 42 42 42 42 42 42 42 42 42 42	8.3571419 8.8333331 8.8333331 7.9047619 8.5876190 8.5876190 8.3876190 8.3876524 7.6924762 7.6924762 7.9047619 4.7380552 7.3047619 9.7714285 7.305528 7.305528 7.305528 7.305528 7.305528 7.305528 7.305528	1.5273351 1.0573024 1.0573024 1.4248615 1.1827005 1.0865560 1.2865367 1.6001280 2.1759161 1.4248615 2.4797671 1.278082 2.1759161 1.278082 2.1759161 1.278082 2.1759161 1.278082 2.1759161 1.278082 0.880817 0.9804865 0.8811511 1.7934920 1.4493202	2.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000
C35QUES C37QUES C38QUES C38QUES C38QUES C44QUES C44QUES C44QUES C44QUES C44QUES C45QUES C55QUES C55QUES C55QUES C55QUES C51QUE	MOVEM IND & WORK OBSTORM MINISTRE THE CHARACTER MANAGINE	42 42 42 41 42 42 42 42 42 42 42 42 42 42 42 42 42	8.3571429 8.8333333 8.4289714 7.658714 7.658714 7.658716 8.3809524 7.6904762 8.2619048 7.4047619 7.4047619 7.3780952 7.3780952 7.3780952 7.3780952 9.3714285 9.337143 9.3214285 9.337143 9.3214285 9.337143	1.5273351 1.0573024 1.0573024 1.494615 1.1827005 1.0865560 1.0865560 1.6002134 1.442980 2.1759161 1.4948615 1.2759161 1.8278082 5td Dev 5td De	2.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.000000 10.000000
C35QUES C37QUES C38QUES C39QUES C39QUES C49QUES C44QUES C44QUES C43QUES C43QUES C45QUES C45QUES C45QUES C45QUES C55QQUES C55QUES F05QUES R37QUES R37QUES R37QUES R41QUES R41QUES R41QUES R41QUES R41QUES R41QUES R41QUES R41QUES	NOTES IND & WORL ORPICOR MINISTRUCTURE MANAGEMEN CHARACTER MOTIVATION FORDER	42 42 42 41 42 42 42 42 42 42 42 42 42 42 42 42 42	8.3571419 8.8333333 8.63233333 8.5427619 8.5876190 8.5476190 8.5476190 8.5476190 8.76904762 9.4047619 4.7380552 7.3047619 9.7312428 9.7312428 9.231428 9.2500000	1.5273351 1.0573024 1.0573024 1.424615 1.1827005 1.0865560 1.2865367 1.6001234 1.1759161 1.4948615 2.4797671 1.278082 2.4797671 1.278082 2.4850817 0.904865 0.8871511 0.904865 0.8871511 0.7934920 1.4453229 1.4453229 1.4453229 1.4453229 1.046190	2.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000
C35QUES C37QUES C38QUES C38QUES C38QUES C39QUES C41QUES C41QUES C42QUES C42QUES C44QUES C50QUES C50QUES C50QUES C50QUES R37QUES R37QUES R37QUES R37QUES R44QUE	MOVEM IND & WORK OBPICTS MINISTRUCTURE MANAGERS CHAMPACCES MANAGERS CHAMPACCES MOTIVATED PROPERTY MONISTRUCTURE MONISTRUCTURE MANAGERS LADOR BEARTATIONS/COR MOTIVATED PROPERTY MONISTRUCTURE	42 42 42 41 42 42 42 42 42 42 42 42 42 42 42 42 42	8.3571419 8.8333331 8.8333331 7.9047619 8.5876190 8.5876190 8.3876190 8.3876190 8.3876190 8.2619048 7.4047619 4.73805524 7.1055218 7.1055218 7.1055218 9.5357141 9.5357143 9.32144265 9.5357143 9.32144265 9.5357143 9.32144265 9.5357143 9.32144265 9.5357143 9.32144265 9.5357143 9.32144265 9.5357143 9.32144265 9.5357143 9.32144265 9.325000000 9.2142857 8.255000000	1.5273351 1.0573024 1.4548615 1.4848615 1.1827005 1.2865367 1.2826387 2.1759161 1.492980 2.1759161 1.6278062 54 Dev 1.0862293 0.8380817 0.90486615 0.936293 0.8380817 0.9048661 0.9736293 0.8380817 0.9364861 0.9736293 0.8380817 0.9736293 0.8380817 0.9736293 0.8380817 0.9736293 0.973629 0.9	2.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.0000000 10.0000000
C35QUES C37QUES C37QUES C39QUES C44QUES C44QUES C44QUES C44QUES C44QUES C44QUES C46QUES C55QUES C55QUES C55QUES R38QUES R39QUES R39QUES R40QUE	NOTES IND & WORK ORP/COR MINISTRE CHARACTER CONTINUENTS MANAGINE CHARACTER C	42 42 42 41 42 42 42 42 42 42 42 42 42 42 42 42 42	8.3571423 8.823333 8.823333 8.823333 8.823333 8.5476190 8.5476190 8.5476190 8.2619048 7.4047619 8.2619048 7.4047619 8.2619048 7.4047619 9.3214285 9.321485 9.321485 9.321485 9.321485 9.321485 9.321485 9.321485 9.321485 9.321485 9.321485 9.3	1.5273351 1.0273381 1.0273884 1.4948615 1.1827005 1.0865550 1.0865550 1.492980 2.7759161 1.492980 2.7759161 1.2759161 1.2759161 1.2759161 0.838081 0.984663 0.8871511 0.904663 0.8871511 0.9046190 1.493202 1.4593202 1.4593202	2.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	######################################
C35QUES C37QUES C38QUES C38QUES C38QUES C39QUES C41QUES C41QUES C42QUES C42QUES C44QUES C50QUES C50QUES C50QUES C50QUES R37QUES R37QUES R37QUES R37QUES R44QUE	MOTOR IND & WORL OBSTORM MINISTRE THE CHARGE COMMISSION OF THE CHARGE CHARGE COMMISSION OF THE CHARGE CHARG	42 42 42 41 42 42 42 42 42 42 42 42 42 42 42 42 42	8.3571419 8.8333331 8.8333331 7.9047619 8.5876190 8.5876190 8.3876190 8.3876190 8.3876190 8.2619048 7.4047619 4.73805524 7.1055218 7.1055218 7.1055218 9.5357141 9.5357143 9.32144265 9.5357143 9.32144265 9.5357143 9.32144265 9.5357143 9.32144265 9.5357143 9.32144265 9.5357143 9.32144265 9.5357143 9.32144265 9.5357143 9.32144265 9.325000000 9.2142857 8.255000000	1.5273351 1.0573024 1.4548615 1.4848615 1.1827005 1.2865367 1.2826387 2.1759161 1.492980 2.1759161 1.6278062 54 Dev 1.0862293 0.8380817 0.90486615 0.936293 0.8380817 0.9048661 0.9736293 0.8380817 0.9364861 0.9736293 0.8380817 0.9736293 0.8380817 0.9736293 0.8380817 0.9736293 0.973629 0.9	2.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.0000000 6.00000000	10.0000000 10.0000000

POSITION	= XO					
Variable		30	West	Std Dear	Minimum	w
R35QUES	IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ MANAGING CHANGE/REQ	31	9.1935484	1.1081322	6.0000000	10.0000000
R37QUES	MANAGING CHANGE/REQ	31	9.6129032	0.0544325	6.0000000	10.0000000
RESOURS	MANAGING CONFLICT/REC	31	9.3870968			10.0000000
R40QUES	MANAGING CHANGE/REG MANAGING COMPLICT/REG BUILDING TEAMWORK/REG DEVLP POS ORGAN CLIMAT/REG MOTIVATING PEOPLE/REG EMPLY COORD MECHNSM/REG DEVLP SUBORDINATES/REG UNDRATMO ROLE CO & XO/REG DEOM TINDY & PURE BURY/REG	31	9.6451613		6 0000000	10.0000000
R41QUES	DEVLP POS ORGAN CLIMAT/REQ	31	9.6451613	0.8385856	6.0000000	10.0000000
R42QUES	MOTIVATING PEOPLE/REQ	31	9.5161290	0.9263177	5.0000000	10.0000000
R43QUES R440URS	DRULD CHRODITMATRC/REG	31	8.8387097 9.4516129		7.0000000	10.0000000
R45QUES	UNDESTND ROLE CO & XO/REQ	31	9.7419355	0.6815542	8.0000000	10.0000000
R46QUES	PROM INNOVY & RISK BHVR/REQ	31	9.0645161	0.9638632	7.0000000	10.0000000
RSOQUES	DEVLP SUBORDINATES/REQ UNDRSTND ROLE CO 4 XO/REQ PROM INNOVT 6 RISK BHVR/REQ MANAGE LABOR RELATIONS/REQ MANG MULTI-CULT DIVRSTY/REQ	31	7.4193548	1.7082973	2.0000000	
RSiques	MANG MULTI-CULT DIVESTY/REQ	31	8.2903226	1.8109583	2.0000000	
POSITION	= DH					
Variable					Minimum	
	IMPONR IND & WORK GRP/REQ					
R370URS	BUILDING TRUST/REO	25	9.1200000	1.0132456	7.0000000	10.0000000
R38QUES	MANAGING CHANGE/REQ	25	8.9600000	0.9345231	7.0000000	10.0000000
R39QUES	MANAGING CONFLICT/REQ	25	8.9600000	1.0198039	7.0000000	10.0000000
R40QUES	BUILDING TEAMWORK/REQ	25	9.2400000	0.9695360	7.0000000	10.0000000
R41QUES	DEVLP POS ORGAN CLIMAT/REQ	25	8.9200000	1.6309506	3.0000000	10.0000000
R42QUES R430UPC	PMDLY COORD MECHNSM/REO	25	8.4000000	1.1902381	6.0000000	10.0000000
R44QUES	DEVLP SUBORDINATES/REQ	25	8.9200000	1.1874342	5,0000000	10.0000000
R45QUES	UNDESTND ROLE CO & XO/REQ	25	8.6000000	1.8708287	2.0000000	10.0000000
R46QUES	PROM INNOVT & RISK BHVR/REQ	25	8.4800000	1.2288206	6.0000000	10.0000000
RSOQUES	IMPOWE IND & WORK CRP/RED BULLDING PRUST/RED MANAGING CHANGE/RED MANAGING CONSTICT/RED MANAGING CONSTICT/RED MANAGING CONSTICT/RED MOVER FOR FOR MANAGING CONSTITUTION FOR FOR MACHINEN/RED MOVITY COORD MSCHISCHIA/RED MANAGING LABOR RELATIONS/RED MANAGING MOVITY-COORD DIVERSITY RETURN MANAGING MOVITY-COORD RETURN MANAGING MOVITY-COORD DIVERSITY RETURN MANAGING MOVITY-COORD RETURN MOVITY-COORD RETURN MANAGING MOVITY-COORD RETURN MANAGING MOVITY-COORD RETURN MOVITY-COORD RETURN MANAGING MOVITY-COORD RETURN MOVITY-COORD	25	6.7600000	3.0588669	0	10.0000000
Kalong	RACKS NOBIL-CODE DIVESTIVED		7.0400000	2.21133**		10.0000000
POSTTION	000					
Variable					Minimum	Maximum
R35QUES	IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ NANACING CHANGE/REQ NANACING COMPLICT/REQ BUILDING TEAMMORY/REQ DEVLP POS ORGAN CLIMAT/REQ MOTIVATING PEOPLE/REQ	5	8.2000000	3.4928498		
R37QUES	BUILDING TRUST/REQ	5	9.0000000	1.2247449	7.0000000	10.0000000
R38QUES	MANAGING CHANGE/REQ	5	9.4000000	0.5477226 2.1679483	9.0000000 5.0000000	10.0000000
RASQUES BAROUTES	BUTTATNO TRANSCOT (BEC	8	8.6000000	2.0736441	5.0000000	10.00000000
R410URS	DEVLP POS ORGAN CLIMAT/REC	5	9.8000000	0.4472136	9.0000000	10.0000000
R42QUES	MOTIVATING PROPLE/REQ	5	9.8000000	0.4472136 0.4472136 2.9154759 2.1679483	9.0000000	10.0000000
					3.0000000	10.0000000
R44QUES	EMPLY COORD MECHNEW/REQ DEVLP SUBORDINATES/REQ UNDRSTND ROLE CO & XO/REQ PROM INNOVT & RISK BHVR/REQ	5	8.8000000	0.5477226	5.0000000	10.0000000
			8.2000000	2.0493902	5.0000000	10.0000000
RECOURS	MANAGE LABOR RELATIONS/REQ MANG MULTI-CULT DIVRSTY/REQ	5	6.0000000	2.0493902	1.0000000	
		5	6.0000000	3.4641016	0	8.0000000
POSITION	* DIR					
Variable	Label	N	Hean	Std Dev	Minimum	Maximum
R35QUES	IMPOWE IND & WORK GRP/REQ	76	0.0015789	1.2432978	5.0000000	10.0000000
BAROURS	MANAGING CHANGE/REO	76	9.0657895	1.1813611	6.0000000	10.0000000
R39OUBS	MANAGING CONFLICT/REQ	76	9.1578947	1.0960855	6.0000000	10.0000000
		76	9.0789474	1.1403293		
R40QUES	BUILDING TEAMWORK/REQ					
R40QUES R41QUES	DEVLP POS ORGAN CLIMAT/REQ	76	9.2894737	0.9772859	7.0000000	10.0000000
R41QUES R41QUES R42QUES	BUILDING TEAMWORK/REQ DEVLP POS ORGAN CLIMAT/REQ MOTIVATING PEOPLE/REQ	76 76	9.2894737 9.2763158 9.6710526	0.9772859 1.0145434	7.0000000 6.0000000	10.0000000
R40QUES R41QUES R42QUES R43QUES R44QUES	BUILDING TEAMHORK/REQ DEVLP FOS ORGAN CLIMAT/REQ MOTIVATING PEOPLE/REQ EMPLY COORD MECHNSM/REQ DEVLP SUBORDINATES/REO	76 76 76 76	9.2894737 9.2763158 8.6710526 9.0657895	0.9772859 1.0145434 1.1241371 1.0625193	7.0000000 6.0000000 6.0000000 6.0000000	10.0000000 10.0000000 10.0000000
R40QUES R41QUES R42QUES R43QUES R44QUES R45QUES	BUILDING TEAMHORK, REQ DEVLP FOS ORGAN CLIMAT/REQ MOTIVATING PEOPLE/REQ EMPLY COORD MECHNEN/REQ DEVLP SUBORDINATES/REQ UNDRSTND ROLE CO & XO/REQ	76 76 76 76 76	9.2894737 9.2763158 8.6710526 9.0657895 8.9605263	0.9772859 1.0145434 1.1241371 1.0625193 1.1482252	7.0000000 6.0000000 6.0000000 6.0000000 5.0000000	10.0000000 10.0000000 10.0000000 10.0000000
	IMPOWE IND & WORK GRF/REQ BUILDING TRUST/REQ BUILDING TRUST/REQ GUILDING TEAMHORK/REQ BUILDING TEAMHORK/REQ MOTIVATING PEOPLE/REQ BUILDING TEAMHORK/REQ BUILDING TEAMHORK/REQ BUILD SUBGEDINATES/REQ UNDRUSTEN BOLE OG KO/REQ PROM INNOVIT & RIGH BUILF/REQ					
R40QUES R41QUES R42QUES R43QUES R44QUES R45QUES R46QUES R50QUES R51QUES	MANAGE LABOR RELATIONS/REQ	76 76 76 76 76 76 76 76	7.4736842	2.3178938		

						- 1
POSITION						
Variable	Label	N		Std Dev	Minimum	Maximum
R35QUES	IMPOWR IND & WORK GRP/REQ	41	8.7560976	1.7143583	3.0000000	10.0000000
R37QUES	IMPOWR IND & WORK GRP/REQ BUILDING TRUST/REQ	41	9.2439024	1.1571622	5.0000000	10.0000000
		41	9.2439024	1.0193255	6.0000000	10.0000000
R39QUES	MANAGING CHANGE/REQ MANAGING CONFLICT/REQ BUILDING TEAMWORK/REQ	41	9.0975610	1.4283711	4.0000000	10.0000000
R40QUES	BUILDING TEAMWORK/REQ	40	9.2250000	1.1654756	4.0000000	10.0000000
		41	9.1707317	1.1597939	6.0000000	10.0000000
R42QUES	MOTIVATING PEOPLE/REQ	41	9.0487805	1.7168462	2.0000000	10.0000000
RESQUES		41	8.8048780 8.9756098 8.5121951 8.7804878 7.2682927 7.9512195	1.4869350	4.0000000	10.0000000
DAFOURG	DETER DEDOUGLESTED/ING	41	8.9756098	2.0990706	2.0000000	10.0000000
B460URS	PROM INNOVT & RISK BHVR/REQ	41	0.3121931	1.3695290	4.0000000	10.0000000
PSOCHEC	MANAGE LABOR DELATIONS/DEC	41	7 2602070	2.5002439	n	10.0000000
R510UES	MANAGE LABOR RELATIONS/REQ MANG MULTI-CULT DIVESTY/REQ	41	7.9512195	2.3340011	ő	10.0000000
	Mano Modil-Codi Divadilyado		7.7722273	2.5540011		
POSITION	- co					
Variable	Label		Mean	Std Dev		
	DELTA-IMPOWR IND & WORK GRP				-2.0000000	
O37DRLTA	DELTA-BUILDING TRUST	28	0.6785714	1 0202967	-1.0000000	
			0.7500000			
Q39DELTA	DELTA-MANAGING CHANGE DELTA-MANAGING CONFLICT DELTA-BUILDING TRANSORK	28				
O40DELTA	DELTA-BUILDING TRANSORK	28	0.8214286		-2.0000000	
Q41DELTA	DELTA-DEVLP POS ORGAN CLIMAT	28	0.9285714		-1.0000000	4.000000
		28	1,1785714			
Q43DELTA	DELTA-EMPLY COORD MECHNSM	28		1.5511559		
		28			-1.0000000	3.0000001
Q45DELTA	DELTA-UNDRSTND ROLE CO & XO	28		1.1007453	0	4.0000000
Q46DBLTA	DELTA-PROM INNOVT & RISK BHVR	28	0.6785714	1.1564176	-1.0000000	3.0000000
Q50DELTA	DELTA-MANAGE LABOR RELATIONS	27	1.5925926	3.3427218	-5.0000000	7.000000
Q51DELTA	DELTA-MANG MULTI-CULT DIVESTY	28	0.5000000	1.7533038	-4.0000000	3.0000000
POSITION	= X0					
Variable	Label	N				
O37DRLTA	DELTA-IMPOWR IND & WORK GRP DELTA-BUILDING TRUST	31	0.8387097	1.4854129	-4.0000000	
			1.0967742	1.3748900	-3.0000000	
Q39DELTA	DELTA-MANAGING CONPLICT DELTA-BUILDING TEAMWORK	31	1.1612903	1.6552296	-3.0000000	5.0000000
Q40DELTA	DELTA-BUILDING TEAMWORK	31			-3,0000000	
Q41DELTA	DELTA-BUILDING TEARWORK DELTA-DEVLP POS ORGAN CLIMAT DELTA-MOTIVATING PROPLE	31	1.1290323	1.3100111	-3.0000000	4.0000000
Q42DELTA	DELTA-MOTIVATING PROPLE	31	1.3548387			
Q43DELTA	DELTA-EMPLY COORD MECHNSM DELTA-DEVLP SUBORDINATES DELTA-UNDRSTND ROLE CO & XO	31	1.1612903	1.3440430	-2.0000000	
Q44DELTA	DELTA-DEVLP SUBORDINATES	31	1.2903226	1.6969295		
Q45DELTA	DELTA-UNDESTND ROLE CO & NO	31	1.2903226	1.2434776		
Q46DELTA	DELTA-PROM INNOVT & RISK BHVR DELTA-MANAGE LABOR RELATIONS	31	0.9677419	1.3287556	-2.0000000	
QSODELTA	DELTA-MANAGE LABOR RELATIONS	31	2.0322581	2.3307205		
	DELTA-MANG MULTI-CULT DIVESTY			1.5533523	-4.0000000	3.0000000
POSITION						
Variable	Label			Std Dev		Maximum
O2 EDBr ms	DRIMA THROWN THR C MORE COR	25			-4.0000000	
037DELTA	DELTA-BUILDING TRUST	25	0.7200000	1.5143756		
Q38DELTA	DELTA-MANAGING CHANGE	25	0.9200000	1.6309506	-3.0000000	
Q39DELTA	DELTA-MANAGING CONFLICT	25	1.6400000	2.2338308	-3.0000000	9.0000000
Q40DELTA	DELTA-BUILDING TEAMWORK	25	0.8800000	1.7635192	-3.0000000	
Q41DELTA			0.8400000	2.0141168	-4.0000000	5.0000000
	DELTA-DEVLP POS ORGAN CLIMAT					
	DELTA-DEFUNE IND & WORK ORF DELTA-MANAGING CHANGE DELTA-MANAGING CONFLICT DELTA-BUILDING TEAMWORK DELTA-DEVLP POS ORGAN CLIMAT DELTA-MOTIVATING PROPLE		1.2000000	1.8484228	-4.0000000	5.0000000
	DELTA-EMPLY COORD MECHNSM	25	1.2000000	1.8484228	-4.0000000 -2.0000000	5.0000000
Q44DELTA	DELTA-EMPLY COORD MECHNSM DELTA-DEVLP SUBORDINATES	25	1.2000000 1.3600000 0.6800000	1.8484228 1.6299284 1.5470402	-4.0000000 -2.0000000 -5.0000000	5.0000000 5.0000000 3.0000000
Q44DELTA Q45DELTA	DELTA-EMPLY COORD MECHNSM DELTA-DEVLP SUBGRDINATES DELTA-UNDRSTND ROLE CO 4 XO	25 25 25	1.2000000 1.3600000 0.6800000 2.0800000	1.8484228 1.6299284 1.5470402 3.2393415	-4.0000000 -2.0000000 -5.0000000 -5.0000000	5.0000000 5.0000000 3.0000000
Q44DELTA Q45DELTA Q46DELTA	DELTA-EMPLY COORD MECHNSM DELTA-DEVLP SUBSEDINATES DELTA-UNDESTND ROLE CO & IO DELTA-PROM INNOVT & RISK BHVR	25 25 25 25 25	1.200000 1.360000 0.680000 2.080000 0.8800000	1.8484228 1.6299284 1.5470402 3.2393415 2.0273135	-4.0000000 -2.0000000 -5.0000000 -4.0000000	5.0000000 5.0000000 3.0000000 10.0000000
Q44DELTA Q45DELTA Q46DELTA Q50DELTA	DELTA-EMPLY COORD MECHNSM DELTA-DEVLP SUBGRDINATES DELTA-UNDRSTND ROLE CO 4 XO	25 25 25 25 25 25	1.200000 1.360000 0.680000 2.0800000 0.8800000 2.6800000	1.8484228 1.6299284 1.5470402 3.2393415 2.0273135 3.7161808	-4.0000000 -2.0000000 -5.0000000 -5.0000000	5.0000000 5.0000000 3.0000000

POSITION	= CPS					
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
Q35DELTA	DELTA-IMPOWE IND 4 MORE GRE DELTA-BUILDING TRUDY BUILTA-BUILDING TRUDY BUILTA-MANDING COMPLICT DELTA-BUILDING TERMORE BELTA-BUILDING TERMORE BELTA-BUILDING TERMORE BELTA-BUILDING TERMORE BUILTA-BUILDING TERMORE BUILTA-BUILDING TERMORE BUILTA-BUILDING BUINDED LANGE BUILTA-BUINDING BUINDING BUILTA-BUINDING BUILTA-BUINDING LANGE RELATIONS DELTA-HANNUM LANGE RELATIONS DELTA-HANNUM LANGE RELATIONS	5	2.4000000	1.8165902	0	4.0000000
Q37DELTA	DELTA-BUILDING TRUST	5	0.4000000	0.8944272	0	2.0000000
Q38DELTA	DELTA-MANAGING CHANGE	5	1.8000000	1.7888544	0	
Q39DELTA	DELTA-MANAGING CONFLICT	5	1.2000000	2.9495762	-4.0000000	
Q40DBLTA	DELTA-SOLIDING TEAMWORK		2.2000000	3.0331502	-2.0000000	6.0000000
CARDELIA	DELIA-DEVER POS ORGAN CELHAL		2.2000000	1.4034397	-4.0000000	5.0000000
O43DELTA	DRITA-EMPLY COORD MECHNEM	5	1.4000000	3 8470768	-4 0000000	6.0000000
O44DELTA	DELTA-DEVLP SUBGRDINATES	5	0.6000000	1.9493589	-2.00000000	3.0000000
O45DELTA	DELTA-UNDESTND ROLE CO & XO	5	4.2000000	2.7748874	0	7.0000000
Q46DELTA	DELTA-PROM INNOVT & RISK BHVR	5	1.8000000	2.9495762	-3.0000000	5.0000000
Q50DELTA	DELTA-MANAGE LABOR RELATIONS	5	4.2000000	2.6832816	-2.0000000 0 -3.0000000	7.0000000
Q51DELTA	DELTA-MANG MULTI-CULT DIVESTY	5	-0.2000000	5.1672043	-9.0000000	4.0000000
POSITION	- DIR					
Variable	Label	ы	Hean	Std Dev	Minimum	Maximum
035085	DEUTA-INFORE IND & WORK GRP DEUTA-HANNOLING CHANGE DEUTA-HANNOLING CHANGE DEUTA-HANNOLING CHANGE DEUTA-BUILDING TEAMMORK DEUTA-BUILDING TEAMMORK DEUTA-BUILDING TEAMMORK DEUTA-BUILDING TEAMMORK DEUTA-BUILD FOS GORBAN CLIMAT DEUTA-BUILT GOS HORNINGH DEUTA-BUILT SUSDEILBARTES DEUTA-BUIL SUSDEILBARTES DEUTA-BUILDINGVY & RISK MIVE	76	1 0657805	1 9391000	2 00000	7 0000000
Q35DELTA	DELTA-INFOWN IND & WORK GRP	76	0.0342106	1.8281906	-2.00000000	7.0000000
O37DELTA	DELIA-BOILDING TROOT	76	1 0394737	1 5270002	-2.0000000	6.0000000
COODELLA	DELTA-MANAGING CONFLICT	76	1 2894737	1 5476071	-2 0000000	5.0000000
OAODRITA	DRIVEN-BUILDING TRANSORK	76	1.0263158	1.5745788	-3.00000000	5.0000000
C41DELTA	DRLTA-DEVLP POS ORGAN CLIMAT	76	1.2763158	1.6701192	-3.0000000	5.0000000
O42DELTA	DELTA-MOTIVATING PROPLE	76	1.3026316	1.5320551	-2.0000000	5.0000000
Q43DELTA	DELTA-EMPLY COORD MECHNSM	76	1.2500000	1.7597348	-2.0000000	6.0000000
Q44DELTA	DELTA-DEVLP SUBORDINATES	76	0.9868421	1.4467750	-2.0000000	5.0000000
Q45DELTA	DELTA-UNDRSTND ROLE CO & XO	76	1.2894737	1.7267757	-2.0000000	6.0000000
Q46DELTA	DELTA-PROM INNOVT & RISK BHVR	76	1.0657895	1.6357304	-3.0000000	5.0000000
Q50DELTA	DELTA-MANAGE LABOR RELATIONS DELTA-MANG MULTI-CULT DIVESTY	76	2.3157895	2.7090492	-6.0000000	8.0000000
051DELTA	DELTA-HANG HOLFI-COLT DIVESTY	76	0.9078947	1.8986145	-5.0000000	7.0000000
POSITION						
POSITION Variable	- OTHER Label	N	Mean	Std Dev	Minimum	Maximum
POSITION Variable	- OTHER Label	N	Mean	Std Dev	Minimum	Maximum
POSITION Variable	- OTHER Label	N	Mean	Std Dev	Minimum	Maximum
POSITION Variable	- OTHER Label	N	Mean	Std Dev	Minimum	Maximum
POSITION Variable	- OTHER Label	N	Mean	Std Dev	Minimum	Maximum
POSITION Variable	- OTHER Label	N	Mean	Std Dev	Minimum	Maximum
POSITION Variable	- OTHER Label	N	Mean	Std Dev	Minimum	Maximum
POSITION Variable	- OTHER Label	N	Mean	Std Dev	Minimum	Maximum
POSITION Variable	- OTHER Label	N	Mean	Std Dev	Minimum	Maximum
POSITION Variable	- OTHER Label	N	Mean	Std Dev	Minimum	Maximum
POSITION Variable	- OTHER Label	N	Mean	Std Dev	Minimum	Maximum
POSITION Variable	- OTHER Label	N	Mean	Std Dev	Minimum	Maximum
POSITION Variable	- OTHER Label	N	Mean	Std Dev	Minimum	Maximum
POSITION Variable	- OTHER Label	N	Mean	Std Dev	Minimum	Maximum
POSITION Variable 035DELTA 037DELTA 037DELTA 039DELTA 040DELTA 041DELTA 042DELTA 043DELTA 045DELTA 045DELTA 045DELTA 050DELTA	• OTHER Label	N 41 41 41 41 41 41 41 41 41	Mean: 0.4390244 0.4390244 0.8336585 1.2439024 0.675000 0.6585366 0.7073171 1.1707317 0.756097 0.1707317 0.926293 2.6585366 0.7073171	Std Dev	Minimum	Maximum
Variable	OTHER LAB-01 DEGRA-MENCHS IND & WORK GRE- DEGRA-MENCHS IND & WORK GRE- DEGRA-MANAGERS CONNECTOR DEGRA-MANAGERS CONNECTOR DEGRA-MENCH	N 41 41 40 41 41 41 41 41 41 41 41 H	Mean 0.4390244 0.4390244 0.839595 1.2439024 0.6750000 0.5885366 0.7073171 0.7560976 1.776397 0.7560976 0.7073171 0.926293 2.6585366 0.7073171	Std Dev 1.9880742 1.4326336 1.4226336 2.0097324 1.3085028 1.2572745 1.4007838 1.2572745 1.708580 3.2296266 2.6480550 Std Dev	Minimum -5.0000000 -4.0000000 -1.0000000 -4.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -7.0000000 -7.0000000 -9.0000000	Maximum 5.000000 4.000000 5.000000 5.000000 4.000000 4.000000 6.0000000 6.0000000 6.0000000 6.0000000
Variable	OTHER LAB-01 DEGRA-MENCHS IND & WORK GRE- DEGRA-MENCHS IND & WORK GRE- DEGRA-MANAGERS CONNECTOR DEGRA-MANAGERS CONNECTOR DEGRA-MENCH	N 41 41 40 41 41 41 41 41 41 41 41 H	Mean 0.4390244 0.4390244 0.839595 1.2439024 0.6750000 0.5885366 0.7073171 0.7560976 1.776397 0.7560976 0.7073171 0.926293 2.6585366 0.7073171	Std Dev 1.9880742 1.4326336 1.4226336 2.0097324 1.3085028 1.2572745 1.4007838 1.2572745 1.708580 3.2296266 2.6480550 Std Dev	Minimum -5.0000000 -4.0000000 -1.0000000 -4.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -7.0000000 -7.0000000 -9.0000000	Maximum 5.000000 4.000000 5.000000 5.000000 4.000000 4.000000 6.0000000 6.0000000 6.0000000 6.0000000
Variable	OTHER LAB-01 DEGRA-MENCHS IND & WORK GRE- DEGRA-MENCHS IND & WORK GRE- DEGRA-MANAGERS CONNECTOR DEGRA-MANAGERS CONNECTOR DEGRA-MENCH	N 41 41 40 41 41 41 41 41 41 41 41 H	Mean 0.4390244 0.4390244 0.839595 1.2439024 0.6750000 0.5885366 0.7073171 0.7560976 1.776397 0.7560976 0.7073171 0.926293 2.6585366 0.7073171	Std Dev 1.9880742 1.4326336 1.4226336 2.0097324 1.3085028 1.2572745 1.4007838 1.2572745 1.708580 3.2296266 2.6480550 Std Dev	Minimum -5.0000000 -4.0000000 -1.0000000 -4.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -7.0000000 -7.0000000 -9.0000000	Maximum 5.000000 4.000000 5.000000 5.000000 4.000000 4.000000 6.0000000 6.0000000 6.0000000 6.0000000
Variable	OTHER LAB-01 DEGRA-MENCHS IND & WORK GRE- DEGRA-MENCHS IND & WORK GRE- DEGRA-MANAGERS CONNECTOR DEGRA-MANAGERS CONNECTOR DEGRA-MENCH	N 41 41 40 41 41 41 41 41 41 41 41 H	Mean 0.4390244 0.4390244 0.839595 1.2439024 0.6750000 0.5885366 0.7073171 0.7560976 1.776397 0.7560976 0.7073171 0.926293 2.6585366 0.7073171	Std Dev 1.9880742 1.4326336 1.4226336 2.0097324 1.3085028 1.2572745 1.4007838 1.2572745 1.708580 3.2296266 2.6480550 Std Dev	Minimum -5.0000000 -4.0000000 -1.0000000 -4.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -7.0000000 -7.0000000 -9.0000000	Maximum 5.000000 4.000000 5.000000 5.000000 4.000000 4.000000 6.0000000 6.0000000 6.0000000 6.0000000
Variable	OTHER LAB-01 DEGRA-MENCHS IND & WORK GRE- DEGRA-MENCHS IND & WORK GRE- DEGRA-MANAGERS CONNECTOR DEGRA-MANAGERS CONNECTOR DEGRA-MENCH	N 41 41 40 41 41 41 41 41 41 41 41 H	Mean 0.4390244 0.4390244 0.839595 1.2439024 0.6750000 0.5885366 0.7073171 0.7560976 1.776397 0.7560976 0.7073171 0.926293 2.6585366 0.7073171	Std Dev 1.9880742 1.4326336 1.4226336 2.0097324 1.3085028 1.2572745 1.4007838 1.2572745 1.708580 3.2296266 2.6480550 Std Dev	Minimum -5.0000000 -4.0000000 -1.0000000 -4.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -7.0000000 -7.0000000 -9.0000000	Maximum 5.000000 4.000000 5.000000 5.000000 4.000000 4.000000 6.0000000 6.0000000 6.0000000 6.0000000
Variable	OTHER LAB-01 DEGRA-MENCHS IND & WORK GRE- DEGRA-MENCHS IND & WORK GRE- DEGRA-MANAGERS CONNECTOR DEGRA-MANAGERS CONNECTOR DEGRA-MENCH	N 41 41 40 41 41 41 41 41 41 41 41 H	Mean 0.4390244 0.4390244 0.839595 1.2439024 0.6750000 0.5885366 0.7073171 0.7560976 1.767097 0.7560976 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7573171 0.9260979 0.7573171	Std Dev 1.9880742 1.4326336 1.4226336 2.0097324 1.3085028 1.2572745 1.4007838 1.2572745 1.708580 3.2296266 2.6480550 Std Dev	Minimum -5.0000000 -4.0000000 -1.0000000 -4.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -7.0000000 -7.0000000 -9.0000000	Maximum 5.000000 4.000000 5.000000 5.000000 4.000000 4.000000 6.0000000 6.0000000 6.0000000 6.0000000
Variable	OTHER LAB-01 DEGRA-MENCHS IND & WORK GRE- DEGRA-MENCHS IND & WORK GRE- DEGRA-MANAGERS CONNECTOR DEGRA-MANAGERS CONNECTOR DEGRA-MENCH	N 41 41 40 41 41 41 41 41 41 41 41 H	Mean 0.4390244 0.4390244 0.839595 1.2439024 0.6750000 0.5885366 0.7073171 0.7560976 1.767097 0.7560976 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7573171 0.9260979 0.7573171	Std Dev 1.9880742 1.4326336 1.4226336 2.0097324 1.3085028 1.2572745 1.4007838 1.2572745 1.708580 3.2296266 2.6480550 Std Dev	Minimum -5.0000000 -4.0000000 -1.0000000 -4.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -7.0000000 -7.0000000 -9.0000000	Maximum 5.000000 4.000000 5.000000 5.000000 4.000000 4.000000 6.0000000 6.0000000 6.0000000 6.0000000
Variable	OTHER LAB-01 DEGRA-MENCHS IND & WORK GRE- DEGRA-MENCHS IND & WORK GRE- DEGRA-MANAGERS CONNECTOR DEGRA-MANAGERS CONNECTOR DEGRA-MENCH	N 41 41 40 41 41 41 41 41 41 41 41 H	Mean 0.4390244 0.4390244 0.839595 1.2439024 0.6750000 0.5885366 0.7073171 0.7560976 1.767097 0.7560976 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7573171 0.9260979 0.7573171	Std Dev 1.9880742 1.4326336 1.4226336 2.0097324 1.3085028 1.2572745 1.4007838 1.2572745 1.708580 3.2296266 2.6480550 Std Dev	Minimum -5.0000000 -4.0000000 -1.0000000 -4.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -7.0000000 -7.0000000 -9.0000000	Maximum 5.000000 4.000000 5.000000 5.000000 4.000000 4.000000 6.0000000 6.0000000 6.0000000 6.0000000
Variable	OTHER LAB-01 DEGRA-MENCHS IND & WORK GRE- DEGRA-MENCHS IND & WORK GRE- DEGRA-MANAGERS CONNECTOR DEGRA-MANAGERS CONNECTOR DEGRA-MENCH	N 41 41 40 41 41 41 41 41 41 41 41 H	Mean 0.4390244 0.4390244 0.839595 1.2439024 0.6750000 0.5885366 0.7073171 0.7560976 1.767097 0.7560976 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7573171 0.9260979 0.7573171	Std Dev 1.9880742 1.4326336 1.4226336 2.0097324 1.3085028 1.2572745 1.4007838 1.2572745 1.708580 3.2296266 2.6480550 Std Dev	Minimum -5.0000000 -4.0000000 -1.0000000 -4.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -7.0000000 -7.0000000 -9.0000000	Maximum 5.000000 4.000000 5.000000 5.000000 4.000000 4.000000 6.0000000 6.0000000 6.0000000 6.0000000
Variable	OTHER LAB-01 DEGRA-MENCHS IND & WORK GRE- DEGRA-MENCHS IND & WORK GRE- DEGRA-MANAGERS CONNECTOR DEGRA-MANAGERS CONNECTOR DEGRA-MENCH	N 41 41 40 41 41 41 41 41 41 41 41 H	Mean 0.4390244 0.4390244 0.839595 1.2439024 0.6750000 0.5885366 0.7073171 0.7560976 1.767097 0.7560976 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7573171 0.9260979 0.7573171	Std Dev 1.9880742 1.4326336 1.4226336 2.0097324 1.3085028 1.2572745 1.4007838 1.2572745 1.708580 3.2296266 2.6480550 Std Dev	Minimum -5.0000000 -4.0000000 -1.0000000 -4.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -7.0000000 -7.0000000 -9.0000000	Maximum 5.000000 4.000000 5.000000 5.000000 4.000000 4.000000 6.0000000 6.0000000 6.0000000 6.0000000
Variable	OTHER LAB-01 DEGRA-MENCHS IND & WORK GRE- DEGRA-MENCHS IND & WORK GRE- DEGRA-MANAGERS CONNECTOR DEGRA-MANAGERS CONNECTOR DEGRA-MENCH	N 41 41 40 41 41 41 41 41 41 41 41 H	Mean 0.4390244 0.4390244 0.839595 1.2439024 0.6750000 0.5885366 0.7073171 0.7560976 1.767097 0.7560976 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7573171 0.9260979 0.7573171	Std Dev 1.9880742 1.4326336 1.4226336 2.0097324 1.3085028 1.2572745 1.4007838 1.2572745 1.708580 3.2296266 2.6480550 Std Dev	Minimum -5.0000000 -4.0000000 -1.0000000 -4.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -7.0000000 -7.0000000 -9.0000000	Maximum 5.000000 4.000000 5.000000 5.000000 4.000000 4.000000 6.0000000 6.0000000 6.0000000 6.0000000
Variable	OTHER LAB-01 DEGRA-MENCHS IND & WORK GRE- DEGRA-MENCHS IND & WORK GRE- DEGRA-MANAGERS CONNECTOR DEGRA-MANAGERS CONNECTOR DEGRA-MENCH	N 41 41 40 41 41 41 41 41 41 41 41 H	Mean 0.4390244 0.4390244 0.839595 1.2439024 0.6750000 0.5885366 0.7073171 0.7560976 1.767097 0.7560976 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7573171 0.9260979 0.7573171	Std Dev 1.9880742 1.4326336 1.4226336 2.0097324 1.3085028 1.2572745 1.4007838 1.2572745 1.708580 3.2296266 2.6480550 Std Dev	Minimum -5.0000000 -4.0000000 -1.0000000 -4.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -7.0000000 -7.0000000 -9.0000000	Maximum 5.000000 4.000000 5.000000 5.000000 4.000000 4.000000 6.0000000 6.0000000 6.0000000 6.0000000
Variable	OTHER LAB-01 DEDTA-MENOR IND & WORK GRP DEDTA-MENOR IND & WORK GRP DEDTA-MANAGEME CONTICOT DEDTA-MANAGEME CONTICOT DEDTA-MANAGEME CONTICOT DEDTA-MANAGEME CONTICOT DEDTA-MONTH FOR COMMAN CLIMAT DEDTA-MONTH FOR MEMBER DEDTA-MONTH FOR MEMBER DEDTA-MONTH FOR MEMBER DEDTA-MANAGEME CONTICOT DEDTA-MANAGEME DE	N 41 41 40 41 41 41 41 41 41 41 41 H	Mean 0.4390244 0.4390244 0.839595 1.2439024 0.6750000 0.5885366 0.7073171 0.7560976 1.767097 0.7560976 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7560970 0.7573171 0.9260979 0.7573171	Std Dev 1.9880742 1.4326336 1.4226336 2.0097324 1.3085028 1.2572745 1.4007838 1.2572745 1.708580 3.2296266 2.6480550 Std Dev	Minimum -5.0000000 -4.0000000 -1.0000000 -4.0000000 -3.0000000 -4.0000000 -4.0000000 -4.0000000 -7.0000000 -7.0000000 -9.0000000	Maximum 5.000000 4.000000 5.000000 5.000000 4.000000 4.000000 6.0000000 6.0000000 6.0000000 6.0000000

MORE THAN	5 BUT LESS THAN OR EQUAL TO :	10 YRS	IN A MANAGERI	AL POSITION			
Variable	Label	N	Mean	Std Dev	Minimum	Maximum	
C35OUES	IMPOWR IND & WORK GRP/CUR	59	8.1186441	1.6090771	2.0000000	10.0000000	
C37QUES	BUILDING TRUST/CUR	59	8.3728814	1.5413642	4.0000000	10.0000000	
C38QUES	MANAGING CHANGE/CUR	59	8.0000000	1.7220677	3.0000000	10.0000000	
C39QUES	MANAGING CONFLICT/CUR	59	7.7118644	1.6922832	3.0000000	10.0000000	
C40QUES	BUILDING TRAMWORK/CUR	59	8.1186441	1.5656303	4.0000000	10.0000000	
C41QUES	DEVLP POS ORGAN CLIMAT/CUR	59	8.1355932	1.5915469	4.0000000	10.0000000	
C42QUES	MOTIVATING PEOPLE/CUR	59	8.0847458	1.5897098	4.0000000	10.0000000	
C43QUES	EMPLY COORD MECHNSM/CUR	59	7.4406780	1.5895259	4.0000000	10.0000000	
C44QUES	DEVLP SUBORDINATES/CUR	59	8.1694915	1.2751273	5.0000000	10.0000000	
C45QUES	UNDRSTND ROLE CO & NO/CUR	59	7.7627119	1.8131605	2.0000000	10.0000000	
C46QUES C500UES	PROM INNOVT & RISK BHVR/CUR MANAGE LABOR RELATIONS/CUR	59 59	7.6440678	1.7096351	2.0000000	10.0000000	
C51QUES		59	7.1694915	1,7729047	3.0000000	10.0000000	
COLUNDO	MANG HUBIT-CODE DIVESTI/COR	22	7.1054515	1.7729047	3.0000000	10.0000000	
HORE THAN	10 BUT LESS THAN OR BOUAL TO	15 YR	IN A MANAGER	IAL POSITION			
Variable	Label	N	Mean	Std Dev	Minimum	Maximum	
C35QUES	IMPOWR IND & WORK GRP/CUR	37	8.4594595	1.2603922	5.0000000	10.0000000	
C37QUES	BUILDING TRUST/CUR	37	8.7567568	1.1644122	6.0000000	10.0000000	
C38QUES C39QUES	MANAGING CHANGE/CUR MANAGING CONFLICT/CUR	37	8.3513514	1.2296390	6.0000000 5.0000000	10.0000000	
C40QUES	MANAGING CONFLICT/CUR BUILDING TRAMWORK/CUR	37	8.1351351	1.4937306	6.0000000	10.0000000	
C41QUES	DEVLP POS ORGAN CLIMAT/CUR	37	8.6486486	1.1109610	6.0000000	10.0000000	
C420UBS	MOTIVATING PROPILE/CUR	37	8.4594595	1.1924437	5.0000000	10.0000000	
C430UES	EMPLY COORD MECHNSM/CUR	37	8.1621622	1.1669884	6.0000000	10.0000000	
C44QUES	DEVLP SUBORDINATES/CUR	37	8.5675676	1.2369438	5.0000000	10.0000000	
C45OURS	UNDESTED ROLE CO & MO/CUR	37	8.5675676	1.0939363	6.0000000	10.0000000	
C460UES	PROM INNOVY & RISK BHVR/CUR	37	8.0000000	1.5092309	4.0000000	10.0000000	
C500URS	MANAGE LABOR RELATIONS/CUR	36	6.1388889	1.8229141	3.0000000	10.0000000	
C51QUES	MANG MULTI-CULT DIVESTY/CUR	37	7.7567568	1.6734098	3.0000000	10.0000000	
HORE THAN 15 YRS IN A MANAGERIAL POSITION							
MORE THAN	15 YRS IN A MANAGERIAL POSIT	ION					
Variable		ION N	Mean	Std Dev	Minimum	Maximum	
Variable	Label	N					
Variable	Label IMPOWR IND & WORK GRP/CUR	N 28	8.6071429	1.0306160	6.0000000	10.0000000	
Variable C35QUES C37QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR	N	8.6071429 9.2500000	1.0306160 0.7515416	6.0000000 8.0000000	10.0000000	
Variable C35QUES	Label IMPOWR IND & WORK GRP/CUR	N 28 28	8.6071429 9.2500000 8.8571429	1.0306160 0.7515416 0.9315175	6.0000000 8.0000000 7.0000000	10.0000000	
Variable C35QUES C37QUES C38QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MANAGING CHANGE/CUR	N 28 28 28	8.6071429 9.2500000	1.0306160 0.7515416	6.0000000 8.0000000	10.0000000 10.0000000 10.0000000	
Variable C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR HANAGING CHANGE/CUR HANAGING COMPLICT/CUR BUILDING TRAMBORK/CUR BUYLD POS ORGAN CLIMAT/CUR	N 28 28 28 28 28 28	8.6071429 9.2500000 8.8571429 8.4642857 8.9642857 8.8214286	1.0306160 0.7515416 0.9315175 1.1700631 0.9222413 0.9449112	6.000000 8.000000 7.000000 6.000000 7.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000	
Variable C35QUES C37QUES C39QUES C39QUES C40QUES C41QUES C42QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR HANAGING CHANGE/CUR HANAGING COMPLICT/CUR BUILDING TRAMMORK/CUR DEVLD POS ORGAN CLIMAT/CUR MOTIVATING PEOPLE/CUR	N 28 28 28 28 28 28 28 28	8.6071429 9.2500000 8.8571429 8.4642857 8.9642857	1.0306160 0.7515416 0.9315175 1.1700631 0.9222413	6.0000000 8.0000000 7.0000000 6.0000000 7.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000	
Variable C35QUES C37QUES C38QUES C38QUES C40QUES C41QUES C42QUES C42QUES C43QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MARKGING CAMPACTUR MARKGING COMPACT/CUR MARKGING COMPACT/CUR MARKGING COMPACTUR MARKGING COMPA	28 28 28 28 28 28 28 28 28 28	8.6071429 9.250000 8.8571429 8.4642857 8.9642857 8.8214286 8.3928571 8.1785714	1.0306160 0.7515416 0.9315175 1.1700631 0.9222413 0.9449112 1.4230714 1.3622849	6.000000 8.000000 7.000000 6.000000 7.000000 7.000000 4.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000	
Variable C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES C41QUES C42QUES C42QUES C44QUES	Label IMPOST INTO & WORK GRD/CUR IMPOST INTO & WORK GRD/CUR MANAGING CHANGE/CUR MANAGING CHANGE/CUR BUILDING TRAMMORK/CUR BULLPING ORGAN CLIMAT/CUR EMPLY COORD MICHEMEN/CUR EMPLY COORD MICHEMEN/CUR BULLP GOOGNOCHINATE/CUR	28 28 28 28 28 28 28 28 28 28	8.6071429 9.2500000 8.8571429 8.4642857 8.9642857 8.8214286 8.3928571 8.1785714 8.6428571	1.0306160 0.7515416 0.9315175 1.1700631 0.9222413 0.9449112 1.4230714 1.3622849 1.0959280	6.0000000 8.0000000 7.0000000 6.0000000 7.0000000 4.0000000 5.0000000 5.0000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000	
Variable C35QUES C37QUES C38QUES C39QUES C40QUES C41QUES C42QUES C42QUES C42QUES C45QUES C45QUES	Label IMPOWR IND & WORK GRP/CUR BUILDING TRUST/CUR MARKGING COMPILET/CUR MARKGING COMPILET/CUR MARKGING COMPILET/CUR MARKGING COMPILET/CUR MOTIVATING PEOPLE/CUR BUFLY POSO MECHENH/CUR DEVLP SUBCORINACTES/CUR UNDESTINE SOLE CO & 10/CUR	28 28 28 28 28 28 28 28 28 28 28 28	8.6071429 9.2500000 8.8571429 8.4642857 8.9642857 8.8214286 8.3928571 8.1785714 8.6428571 8.8571429	1.0306160 0.7515416 0.9315175 1.1700631 0.9222413 0.9449112 1.4230714 1.3622849 1.0959280 1.2084360	6.000000 8.000000 7.000000 6.000000 7.000000 4.000000 5.000000 5.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000	
Variable C35QUES C37QUES C38QUES C38QUES C40QUES C41QUES C41QUES C42QUES C42QUES C45QUES C45QUES C45QUES C45QUES	Label IMPORT IND & WORK GRD/CUR IMPORT IND & WORK GRD/CUR MANAGING CHANGE/CUR BUILDING TEAMWORK/CUR BUILDING TEAMWORK/CUR BUILDING TEAMWORK/CUR MOSTVATING PROPIES/CUR BUILDING TEAMWORK/CUR UNINGSTED ROCKERS/CUR UNINGSTED ROCKERS/CUR UNINGSTED ROCKERS/CUR UNINGSTED ROCK E OK DO/CUR PROM INNOVE & EISE MUSY/CUR	N 28 28 28 28 28 28 28 28 28 28 28 28	8.6071429 9.2500000 8.8571429 8.4662857 8.9662857 8.8214286 8.3928571 8.1785714 8.6428571 8.8571429 8.4285714	1.0306160 0.7515416 0.9315175 1.1700631 0.922413 0.9449112 1.4230714 1.3622849 1.0959280 1.2084360 1.2301331	6.000000 8.000000 7.000000 6.000000 7.000000 4.000000 5.000000 6.000000 6.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000	
C35QUES C37QUES C39QUES C39QUES C40QUES C41QUES C41QUES C42QUES C42QUES C42QUES C42QUES C42QUES C42QUES C5QUES C5QUES	Label LMRORE IND & MORE GRP/CUR BUILDING TREMF/CUR MANAGING CRANGE/CUR MANAGING CRANGE/CUR BUILDING TEAMHORE/CUR BUILDING TEAMHORE/CUR MOTIVATING PROPEE/CUR BUFLY COORD MECHBON/CUR BUFLY COORD MECHBON/CUR MUNICATION OF THE COORD MECHBON/CUR MANAGE LADOR RELATIONS/CUR MANAGE LADOR RELATIONS/CUR	28 28 28 28 28 28 28 28 28 28 28 28 28	8.6071429 9.2500000 8.8571429 9.4642857 8.9642857 8.8214286 8.3928571 8.1785714 8.6428571 8.8571429 8.4285714	1.0306160 0.7515416 0.9315175 1.1700631 0.9222413 0.9449112 1.4230714 1.3622849 1.0959280 1.2084360 1.2301331 3.2655863	6.0000000 8.0000000 7.0000000 7.0000000 7.0000000 4.0000000 5.0000000 5.0000000 6.0000000	10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000 10.000000	
Variable C35QUES C37QUES C38QUES C38QUES C40QUES C41QUES C41QUES C42QUES C42QUES C45QUES C45QUES C45QUES C45QUES	Label IMPORT IND & WORK GRD/CUR IMPORT IND & WORK GRD/CUR MANAGING CHANGE/CUR BUILDING TEAMWORK/CUR BUILDING TEAMWORK/CUR BUILDING TEAMWORK/CUR MOSTVATING PROPIES/CUR BUILDING TEAMWORK/CUR UNINGSTED ROCKERS/CUR UNINGSTED ROCKERS/CUR UNINGSTED ROCKERS/CUR UNINGSTED ROCK E OK DO/CUR PROM INNOVE & EISE MUSY/CUR	N 28 28 28 28 28 28 28 28 28 28 28 28	8.6071429 9.2500000 8.8571429 8.4662857 8.9662857 8.8214286 8.3928571 8.1785714 8.6428571 8.8571429 8.4285714	1.0306160 0.7515416 0.9315175 1.1700631 0.922413 0.9449112 1.4230714 1.3622849 1.0959280 1.2084360 1.2301331	6.000000 8.000000 7.000000 6.000000 7.000000 4.000000 5.000000 6.000000 6.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000	
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Variable C35QUES C36QUES C36QUES C36QUES C40QUES C41QUES C41QU	Label LRFOOR IND & WORK ORP/COR MANAGING CRANCE/COR ROMANDING CRANCE/CRA	N 28 28 28 28 28 28 28 28 28 28 28 28 38 38 38 38 38 38 38 38 38 38 38 38 38	8.6071429 9.2500000 9.25000000 9.25000000 8.4642857 8.9642857 8.9642857 8.9642857 8.85124286 8.6218571429 8.6718571429 8.6418571429 8.6418571429 8.6418571429 8.6418571429 9.10248139 9.0602410 9.1024317 9.1024317 9.1024317 9.1024317 9.1024317 9.1024317 9.1024317 9.1024317 9.1024317 9.0722852 8.5421687	1.0306160 0.7315175 0.7315175 0.9224413 1.3700631 0.9222413 1.3622849 1.0955280 1.0955280 1.2084360 1.2084	6.000000 8.000000 7.000000 7.000000 7.000000 6.000000 6.000000 6.000000 6.000000 Minimum 2.000000 6.000000	10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.0000000 10.00000000	
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MORE THAN 5 BUT LESS THAN OR EQUAL TO 10 YES IN A MANAGERIAL POSITION

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
R35OUBS	IMPOWR IND & WORK GRP/REO	58	8.8965517	1.2522213	6.0000000	10.0000000
R37OURS	BUILDING TRUST/REO	58	9.1724138	1.0783016	6.0000000	10.0000000
R38QUES	MANAGING CHANGE/REQ	58	9.0517241	1.0500194	6.0000000	10.0000000
R39QUES	MANAGING CONFLICT/REO	58	8.9655172	1.3240755	4.0000000	10.0000000
R40QUES	BUILDING TEAMWORK/REQ	58	9.1724138	1.0619071	6.0000000	10.0000000
R41QUES	DEVLP POS ORGAN CLIMAT/REQ	58	9.2068966	1.0883533	6.0000000	10.0000000
R42QUES	MOTIVATING PROPLE/REQ	58	9.1379310	1.1462873	6.0000000	10.0000000
R43OUBS	EMPLY COORD MECHNSM/REQ	58	8.6379310	1.0873802	6.0000000	10.0000000
R44QUES	DEVLP SUBORDINATES/REQ	58	8.9827586	1.2908773	4.0000000	10.0000000
R45QUES	UNDESTND ROLE CO & NO/REQ	58	9.0000000	1.3377121	5.0000000	10.0000000
R460UES	PROM INNOVT & RISK BHVR/REQ	58	8.7241379	1.2675865	6,0000000	10.0000000
R500UES	MANAGE LABOR RELATIONS/REO	58	7.5862069	2.2944210	0	10.0000000
R510URS	MANG MULTI-CULT DIVESTY/REO	58	8.1034483	1.7238233	2.0000000	10.0000000

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
R350URS	IMPOWR IND 4 WORK GRP/REO	37	9.0000000	1.5456031	3.0000000	10.000000
R37QUES	BUILDING TRUST/REO	37	9.6486486	0.9491580	5.0000000	10.0000000
R38QUES	MANAGING CHANGE/REO	37	9.4594595	0.8690542	7.0000000	10.0000000
R39QUES	MANAGING CONPLICT/RED	37	9.4864865	0.9012837	6.0000000	10.0000000
RACOURS	BUILDING TEAHWORK/RED	37	9.6486486	0.6756156	8.0000000	10.000000
R410UES	DRVLP POS ORGAN CLIMAT/REO	37	9.5135135	1.3462215	3.0000000	10.000000
R42QUES	MOTIVATING PEOPLE/REQ	37	9.4864865	1.1695588	4.0000000	10.000000
R430UES	EMPLY COORD MECHNSM/REO	37	8.8648649	1.2055926	6.0000000	10.000000
440UES	DEVLP SUBORDINATES/RED	37	9.4054054	1.0918755	5.0000000	10.000000
R450URS	UNDESTND ROLE CO & XO/REO	37	9.0810811	1.9347463	2.0000000	10.000000
R460UES	PROM INNOVY & RISK BHVR/REQ	37	8.7297297	1.6774426	4.0000000	10.000000
RECOURS	MANAGE LABOR RELATIONS/REO	36	6.9166667	2.8822115	0	10.000000
R510UES	MANG MULTI-CULT DIVESTY/REO	37	7.9459459	2.6765021	0	10.0000000

MORE THAN 15 YRS IN A MANAGERIAL POSITION

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
R35QUES	IMPONR IND & WORK GRP/REQ	28	8.7857143	1.6856067	3.0000000	10.0000000
R37CUES	BUILDING TRUST/REQ	28	9.4642857	1.1379690	5.0000000	10.0000000
R38QUES	MANAGING CHANGE/REQ	28	9.4642857	0.9993384	6.0000000	10.0000000
R39QUES	MANAGING CONFLICT/REQ	28	9.2857143	1.0490611	6.0000000	10.0000000
R40QUES	BUILDING TEAMWORK/REQ	28	9.3214286	1.4415416	4.0000000	10.0000000
R41QUES	DEVLP POS ORGAN CLIMAT/REQ	28	9.3571429	1.1615534	6.0000000	10.0000000
R42QUES	MOTIVATING PEOPLE/REQ	28	9.1071429	1.9877269	2.0000000	10.0000000
R43QUES	EMPLY COORD MECHNSM/REQ	28	8.4642857	1.8555651	2.0000000	10.0000000
R44QUES	DEVLP SUBORDINATES/REQ	28	9.0714286	1.4638501	4.0000000	10.0000000
R45QUES	UNDESTND ROLE CO & XO/REQ	28	9.0357143	1.7101471	3.0000000	10.0000000
R46QUES	PROM INNOVY & RISK BHVR/REQ	28	8.8214286	1.2187903	6.0000000	10.0000000
R50QUES	MANAGE LABOR RELATIONS/REQ	28	6.8214286	2.8160068	0	10.0000000
B510URS	MANG MULTI-CULT DIVESTY/REG	28	7.9642857	2.4717986	0	10.0000000

LESS THAN OR EQUAL TO 5 YRS IN A HANAGERIAL POSITION

Variable	Label	N	Hean	Std Dev	Hinimum	Maximum
Q35DELTA	DELTA-IMPOWR IND & WORK GRP	83	1.1807229	1.7884765	-2.0000000	7.0000000
Q37DELTA Q38DELTA	DELTA-BUILDING TRUST DELTA-MANAGING CHANGE	83	0.8072289	1.1524929	-1.0000000	4.0000000 5.0000000
O39DELTA	DELTA-MANAGING CONFLICT	83	1.4578313	1.8564404	-4.0000000	9.0000000
Q40DELTA	DELTA-BUILDING TEAMWORK	82	0.9878049	1.5752241	-3.0000000	6.0000000
Q41DELTA Q42DELTA	DELTA-DEVLP POS ORGAN CLIMAT DELTA-MOTIVATING PROPER	83	1.2771084	1.4923647	-3.0000000	5.0000000
Q43DELTA	DELTA-EMPLY COORD MECHNSM	83	1.5542169	1.8951351	-4.0000000	6.0000000
Q44DELTA Q45DELTA	DELTA-DEVLP SUBORDINATES DELTA-UNDESTND BOLE CO & XO	83	1.1204819	1.5491744	-2.0000000	5.0000000
O46DELTA	DELTA-UNDESTED ROLE CO & RO DELTA-PROM INNOVT & RISK BHVR	83	1.1566265	1.5340201	-2.0000000	5.0000000
Q50DELTA	DELTA-MANAGE LABOR RELATIONS	83	3.3734940	2.7082117	-5.0000000	9.0000000
Q51DELTA	DELTA-MANG MULTI-CULT DIVESTY	83	0.9156627	2.0434596	-9.0000000	7.0000000

MORE THAN 5 BUT LESS THAN OR EQUAL TO 10 YRS IN A MANAGERIAL POSITION						
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
O35DELTA	DELTA-IMPOWR IND & WORK GRP	58	0.8103448	1.7716767	-4.0000000	5.000000
O37DELTA	DELTA-BUILDING TRUST	58	0.8275862	1.6663642	-3 00000000	4 0000000
O38DELTA	DELTA-MANAGING CHANGE	58	1.0862069	1.8380432	-3.0000000	6.000000
Q39DELTA	DELTA-MANAGING CONFLICT	58	1.2931034	1.8732524	-4.0000000	6.000000
040DELTA	DELTA-BUILDING TEAMWORK	58	1.0862069	1.6467350	-3,0000000	6,000000
O41DELTA	DELTA-DEVLP POS ORGAN CLIMAT	58	1.1034483	1.7540895	-4.0000000	5.000000
O42DELTA	DELTA-MOTIVATING PROPIE	58	1.0862069	1.7500324	-4.0000000	6.000000
Q43DELTA	DELTA-EMPLY COORD MECHNSM	58	1.2413793	1.5928607	-2.0000000	6.000000
044DELTA	DELTA-DEVLP SUBORDINATES	58	0.8448276	1.6415838	-5.0000000	5.000000
045DELTA	DELTA-UNDESTND ROLE CO & XO	58	1.2758621	2.2067926	-4.0000000	6.0000000
O46DELTA	DRI/TA-PROM INNOVT & RISK BHVR	58	1.1206897	1.8455978	-4.0000000	6.0000000
O50DELTA		58	2.5517241	2.4650000	-5.0000000	8.000000
O51DELTA		58	0.9827586	1.9055908	-6.0000000	6.000000
ASTROPPIN	DEDIK-MANG MODIL-CODE DIVAGEL	30	0.9027300	1.9033900	-0.0000000	0.000000
	10 BUT LESS THAN OR EQUAL TO 1					
Variable	Label	N	Hean	Std Dev	Minimum	Maximum
O35DELTA	DELTA-IMPOWR IND & WORK GRP	37	0.5405405	1.6430763	-5.0000000	5.000000
037DELTA	DELTA-BUILDING TRUST	37	0.8918919	1.5052461	-4.0000000	4.0000000
O38DELTA	DRLTA-MANAGING CHANGE	37	1.1081081	1.2863338	-2.0000000	3.0000000
Q39DELTA	DELTA-MANAGING CONFLICT	37	1.3513514	1.6868151	-3.0000000	5.0000000
Q40DELTA	DELTA-BUILDING TEAMWORK	37	0.9729730	1.3639503	-2.0000000	4.0000000
O41DELTA	DELTA-DEVLP POS ORGAN CLIMAT	37	0.8648649	1.5304713	-4.0000000	4.0000000
O42DELTA	DELTA-MOTIVATING PROPLE	37	1.0270270	1.5181584	-4.0000000	5.0000000
043DELTA	DELTA-EMPLY COORD MECHNSM	37	0.7027027	1.3094712	-2.0000000	4.0000000
O44DELTA		37	0.8378378	1.4046256	-2.0000000	4.0000000
045DELTA	DELTA-UNDRSTND ROLE CO & XO	37	0.5135135	2.0766108	-8.0000000	4.0000000
046DELTA	DELTA-PROM INNOVT & RISE BHVR	37	0.7297297	1.7102412	-4.0000000	4.0000000
OSODELTA.	DELTA-MANAGE LABOR RELATIONS	36	0.7777778	3.1812945	-7.0000000	7.0000000
051DELTA	DELTA-MANG MULTI-CULT DIVESTY	37	0.1891892	2.3314020	-9.0000000	4.0000000
MORE THAN 15 YRS IN A MANAGERIAL POSITION						
Variable	Label	N	Kean	Std Dev	Minimum	Maximum
O35DELTA	DELTA-IMPOWE IND & WORK GRP	28	0.1785714	1.4670093	-4.0000000	3.0000000
Q37DELTA	DELTA-BUILDING TRUST	28	0.2142857	1.0665675	-4.0000000	2.0000000
Q38DELTA	DELTA-MANAGING CHANGE	28	0.6071429	0.9940298	-3.0000000	2.0000000
O39DELTA	DELTA-MANAGING CONPLICT	28	0.8214286	1.3622849	-3.0000000	4.0000000
040DELTA	DELTA-BUILDING TRANSCRE	28	0.3571429	1.3392725	-3.0000000	2.0000000
041DELTA	DELTA-DEVLP POS ORGAN CLIMAT	28	0.53571429	1.1049432	-3.0000000	2.0000000
Q42DELTA	DELTA-MOTIVATING PROPLE	28	0.7142857	1.4871584	-3.0000000	4.0000000
043DELTA	DELTA-EMPLY COORD MECHNSM	28	0.2857143	1.7182494	-4.0000000	4.0000000
044DELTA	DELTA-DEVLP SUBORDINATES	28	0.4285714	1.1031461	-2.0000000	2.0000000
045DELTA	DRLTA-UNDRSTND ROLE CO & XO	28	0.1785714	1.5882339	-6.0000000	3.0000000
Q46DELTA	DELTA-PROM INNOVT & RISK BHVR	28	0.3928571	1.1968875	-2.0000000	2.0000000
O50DELTA	DELTA-MANAGE LABOR RELATIONS	28	0.8214286	3.2094025	-4.0000000	8.0000000
051DELTA	DELTA-MANG MULTI-CULT DIVESTY	28	-0.1785714	2.0009918	-4.0000000	4.0000000
	PROFIT TOURS MODILI-CODE DIVENTE	20	-0.2/03/14	2.0009918	0000000	

APPENDIX K

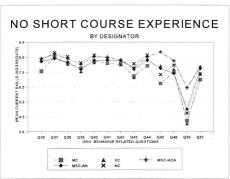
SURVEY DEMOGRAPHICS AND GRAPHED AGGREGATE MEANS BY CORPS FOR THOSE RESPONDENTS WITH NO SHORT COURSE EXPERIENCE

CORPS	Frequency	Percent	Pooled Sample Percentages	
Medical	65	31.4	32.4	
Dental	30	14.5	20.4	
Medical Service-HCA	45	21.7	19.5	
Medical Service-AH	15	7.2	6.3	
Nurse	19	9.2	10.5	
Did Not Indicate	33	15.9	10.9	

N = 207



Mean Aggregate Deltas by Designator for Respondents with no Short Course Experience



Mean Current Skills (Aggregate) by Designator for Respondents with no Short Course Experience



Mean Required Skills (Aggregate) by Designator for Respondents with no Short Course Experience

APPENDIX L

SURVEY DEMOGRAPHICS AND GRAPHED AGGREGATE MEANS BY RANK FOR THOSE RESPONDENTS WITH NO SHORT COURSE EXPERIENCE

RANK	Frequency	Percent	Pooled Sample Percentages
Admiral	0	0	2.1
Captain	100	48.3	65.5
Commander	53	25.6	20,2
Lieutenant Commander	42	20.3	9.2
Other	10	4.8	2.3
Did not indicate	2	1.0	.6

N = 207



Aggregate Deltas by Rank for Respondents with no Short Course Experience



Mean Current Skills (Aggregate) by Rank for Respondents with no Short Course Experience

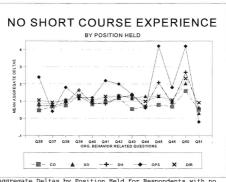


Mean Required Skills (Aggregate) by Rank for Respondents with no Short Course Experience

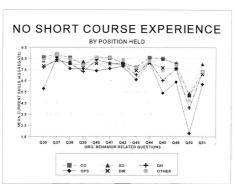
APPENDIX M

SURVEY DEMOGRAPHICS AND GRAPHED AGGREGATE MEANS BY ORGANIZATIONAL POSITION FOR THOSE RESPONDENTS WITH NO SHORT COURSE EXPERIENCE

Organizational Position	Frequency	Percent	Pooled Sample Percentages
Commanding Officer (CO)	28	13.5	20.4
Executive Officer (XO)	31	15.0	15.1
Director (DIR)	76	36.7	29.4
Department Head (DH)	25	12.1	9.2
Operational Forces (OPS)	5	2.4	3.4
Other	42	20.3	22.5



Aggregate Deltas by Position Held for Respondents with no Short Course Experience



Mean Current Skills (Aggregate) by Position Held for Respondents with no Short Course Experience

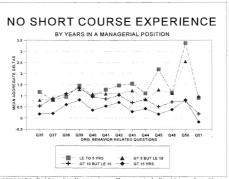


Mean Required Skills (Aggregate) by Position Held for Respondents with no Short Course Experience

APPENDIX N

SURVEY DEMOGRAPHICS AND GRAPHED AGGREGATE MEANS BY YEARS IN A MANAGERIAL POSITION FOR THOSE RESPONDENTS WITH NO SHORT COURSE EXPERIENCE

Years in a Managerial Position	Frequency	Percent	Pooled Sample Percentages
Less than or equal to 5	83	40.1	30.9
More than 5 but less than or equal to 10	59	28.5	36.3
More than 10 but less than or equal to 15	37	17.9	16.6
More than 15	28	13.5	16.6

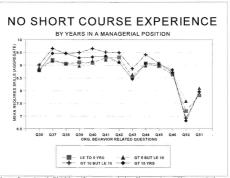


Aggregate Deltas by Years in a Managerial Position for those Respondents with no Short Course Experience

NO SHORT COURSE EXPERIENCE



Mean Current Skills (Aggregate) by Years in a Managerial Position for those Respondents with no Short Course Experience



Mean Required Skills (Aggregate) by Years in a Managerial Position for those Respondents with no Short Course Experience

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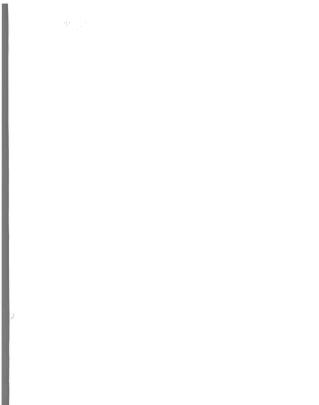
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